



Chamber Music America's Standards for Keeping, Collecting, and Presenting Data on Race and Ethnicity

Chamber Music America (CMA) collects data on race and ethnicity in connection to grant programs and applications; membership; and surveys with partner organizations, like funding partners. As such, CMA has developed a set of standards for keeping, collecting, and presenting data on race and ethnicity that aim to provide consistency in collecting and using this type of data.

These standards have been developed in accordance to data collection standards by other groups such as CMA's funders, federal agencies, and agencies that track race and ethnicity data. The categories for tracking this data reflect the social construct of race in the United States and should not be interpreted as an attempt to define race scientifically or anthropologically.^{1 2}

While collected data may be used to measure participation in various programs, these standards prohibit data usage to determine eligibility for applications or award decisions for CMA programs.

How do we collect your data?

We ask people to self-report their data. This provides the most accurate account of one's identity and how it is defined. CMA does not seek to impose language on members of any group and respects identity preferences.

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¹ The model for these standards were set by the U.S. Office of Management and Budget in the Federal Register, October 30, 1997, The Revisions to the Standards for the Classification of Federal Data on Race and Ethnicity (OMB [Statistical Policy Directive No. 15](#)).

² See more information about considerations for race and ethnicity data collection at the federal level in Reviewing and Revising Standards for Maintaining, Collecting, and Presenting Federal Data on Race and Ethnicity, June 15, 2022, [Reviewing and Revising Standards for Maintaining, Collecting, and Presenting Federal Data on Race and Ethnicity | OMB | The White House](#).

Categorizing Race and Ethnicity: What data do we collect and how do we define it?

CMA considers data connected to its definitions of White and ALAANA people (African/Black, Latinx, Asian/South Asian, Arab/Middle Eastern, and Native American).^{3 4}

These definitions include categories connected to federal minimums for data collection and incorporate categories that allow people to select the race and ethnicity in the way they primarily identify. The race and ethnicity categories are presented as separate questions, and individuals can select multiple racial categories.⁵

CMA uses the following categories to collect this data:

Race Data:

- American Indian or Alaska Native persons/communities/populations (A person having origins in any of the original peoples of North, Central, and/or South America, and who maintains tribal affiliation or community attachment. E.g.: Aztec, Blackfeet Tribe, Navajo Nation, Native Village of Barrow Inupiat Tribal Government, Tlingit, etc.)⁶
- Asian persons (Includes persons from East Asia, South Asia, and Southeast Asia. (E.g.: Afghani, Chinese, Hmong, Indian, Japanese, Korean)
- Black, African American, or Afro-Caribbean persons (e.g.: African American, Ghanaian, Haitian, Jamaican, Nigerian, Somali)
- Native Hawaiian or Pacific Islander persons (e.g.: Chamorro, Fijian, Native Hawaiian, Marshallese, Samoan, Tongan)

³ The Board of Directors of Chamber Music America has made diversity, equity, and inclusion a primary focus of the organization's work, and has adopted the acronym ALAANA (African/Black, Latinx, Asian/South Asian, Arab/Middle Eastern, and Native American) for use in its equity focus. The statement was created in 2017 by CMA's Board of Directors and staff with assistance and guidance from Justin Laing of Hillombo LLC. Read CMA's [Commitment to Diversity, Inclusion, and Equity](#).

⁴ A leader in the field of philanthropy and grantmaking in the United States, Grantmakers in the Arts (GIA) uses the racial and ethnic identifiers [African, Latinx, Asian, Arab, and Native American](#). Read more here: [Why GIA Uses the Acronym ALAANA | Grantmakers in the Arts \(giarts.org\)](#).

⁵ CMA's categories consider current federal standards for collecting race and ethnicity data as well as evolving conversations about the collection of data that better reflect the diversity of the American people. This includes adding a response category for Arab/Middle Eastern, for example. It is important to note that the evolving conversations referred to are preliminary—not final—and they do not represent the positions of U.S. Office of Management and Budget. View [Initial Proposals for Revising the Federal Race and Ethnicity Standards](#) (January 26, 2023), and [Measuring Racial and Ethnic Diversity for the 2020 Census](#) (August 4, 2021), for more information.

⁶ Refer to [Who is an American Indian or Alaska Native? | Indian Affairs \(bia.gov\)](#).

- White persons (e.g.: English, French, German, Irish, Italian, Polish, Roma, Slavic)

Ethnicity Data:

- Hispanic or Latino/Latina/Latine/Latinx persons (E.g., Colombian, Mexican or Mexican American, Puerto Rican, Cuban, Salvadorian, Dominican)
- Arab or Middle Eastern include persons from West Asia/Middle East or North Africa. (E.g.: Armenian, Egyptian, Iranian, Israeli, Kurdish, Syrian, Moroccan, Palestinian, Turkish) ⁷
*Note: The U.S. Census counts these persons as White.*⁸

CMA allows you the option to select one or more racial designations.

How do we use your data?

CMA uses data it collects to:

- support its commitment to diversity, equity, and inclusion work.
- help ensure representation of the regions and populations we serve.
- better identify and understand racial and ethnic disparities and track progress in reducing disparities.
- report back to our partner organizations.

How do we report data?

We do not use data in a way that can individually identify anyone. CMA uses data to illustrate a composite group of individuals or to calculate totals.

When aggregate data are presented, CMA follows minimum standards set by the federal government. This means it can show the number of people who selected only one category, separately for each of the racial or ethnic categories. Additionally, CMA can show data that includes all possible combinations of multiple responses to race and ethnicity.

⁷ The U.S. Census See Measuring Racial and Ethnic Diversity for the 2020 Census, August 4, 2021, [Measuring Racial and Ethnic Diversity for the 2020 Census](#) for more information.

⁸ More information on the inclusion of a Middle East-North Africa category can be found at Peters Urges OMB To Include Middle East-North Africa Category In Federal Standards For Gathering Data On Race And Ethnicity [Peters Urges OMB to Include Middle East-North Africa Category in Federal Standards for Gathering Data on Race and Ethnicity](#) (April 26, 2022), and [2020 Census Frequently Asked Questions About Race and Ethnicity](#) (August 12, 2021).

For aggregate data, CMA can show the total number of respondents who identify as “Hispanic or Latino/Latina/Latine/Latinx one or more races.” CMA may also share the total number of respondents reporting as “more than one race” (regardless of ethnicity).⁹

How did CMA determine its race and ethnicity categorization?

Together with its Board of Directors, CMA adopted the acronym ALAANA (African/Black, Latinx, Asian/South Asian, Arab/Middle Eastern, and Native American) for use in its efforts to make diversity, equity, and inclusion a primary focus of the organization’s work. An [equity statement](#) was created in 2017 with assistance and guidance from Justin Laing of Hillombo LLC.

CMA worked to ensure that the categories:

- were inclusive of racial and ethnic identities and distinctions in the United States.
- used criteria that were equivalent or comparable to other agencies and federal minimum standards.
- were easy to understand.
- were respectful of how people refer to themselves.^{10 11}

Considerations:

CMA will use these standards for keeping, collecting, and presenting data for record keeping or reporting requirements that include racial and/or ethnic information. If and where it is possible and/or appropriate, CMA will revise past existing record keeping or reporting requirements to be consistent with these standards. CMA reserves the right to update these standards as necessary in keeping with minimum federal standards and the standards of partner organizations.

⁹ See The Revisions to the Standards for the Classification of Federal Data on Race and Ethnicity (OMB [Statistical Policy Directive No. 15](#)) which define minimum standards for collecting and presenting data on race and ethnicity for all federal reporting.

¹⁰ In creating language that better captures terms for the diversity of the populations it serves CMA considered information from the CDC’s [Preferred Terms for Select Population Groups & Communities](#).

¹¹ CMA considered insights from the guide [Tracking Diversity: The Green 2.0 Guide to Best Practices in Demographic Data Collection – Green 2.0 \(diversegreen.org\)](#) as a way to better consider the challenges for collecting data in fair ways.