

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

A Notice by the [Chamber Music America](#) on August 27, 2024

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.¹

These standards have been developed in accordance with data collection standards by other groups such as CMA’s funders, federal agencies, and agencies that track race and ethnicity data. The categories in these standards are understood to be socio-political constructs and are not an attempt to define race and ethnicity biologically or genetically.²

Collected data may be used to measure participation in various programs. Data collected is not a determinant of eligibility for participation in CMA programs.

¹ In January 2016, the Board of Directors of Chamber Music America (CMA) discussed the issues of diversity, inclusion, and equity as they relate to the organization’s membership, grants, awards, and other programs. CMA realized that it had virtually no quantitative data about the racial composition of its membership, grant applicants, or grantees. Further, anecdotal information suggested that music professionals from ALAANA communities (African/Black, Latinx, Asian/South Asian, Arab/Middle Eastern, and Native American) were underrepresented as CMA applicants and grantees, at its conferences, and in its publications. In 2017, a diversity statement was created by CMA’s Board of Directors and staff with assistance and guidance from Justin Laing of Hillombo LLC. This work echoed that of a leader in the field of philanthropy and grantmaking in the United States, Grantmakers in the Arts (GIA). GIA uses the racial and ethnic identifiers [African, Latinx, Asian, Arab, and Native American](#) as of the creation of this document [August 27, 2024], and CMA used these identifiers until 09/05/2023. [Read more here: [Why GIA Uses the Acronym ALAANA | Grantmakers in the Arts \(giarts.org\)](#).] In September 2023, CMA updated its policies using the standards set by the U.S. Office of Management and Budget in the Federal Register, October 30, 1997 in The Revisions to the Standards for the Classification of Federal Data on Race and Ethnicity (OMB [Statistical Policy Directive No. 15](#)) and the suggestions set forth 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](#). The model for these policies at Chamber Music America in Fiscal Year 2025 reflects the updated standards for race and ethnicity data collection at the federal level. Please see, the U.S. Office of Management and Budget in the Federal Register, March 29, 2024, Revisions to OMB’s Statistical Policy Directive No. 15: Standards for Maintaining, Collecting, and Presenting Federal Data on Race and Ethnicity: A Notice by the Management and Budget Office on 03/29/2024, (OMB [Statistical Policy Directive No. 15](#)).

² Please see, the U.S. Office of Management and Budget in the Federal Register, March 29, 2024, Revisions to OMB’s Statistical Policy Directive No. 15: Standards for Maintaining, Collecting, and Presenting Federal Data on Race and Ethnicity: A Notice by the Management and Budget Office on 03/29/2024, (OMB [Statistical Policy Directive No. 15](#)).

How do we collect your data?

CMA asks people to self-report their data. This provides the most accurate account of respondents' identity and how it is defined. CMA does not seek to impose language on members of any group and respects self-identity and self-reporting.³

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

CMA works to ensure that the categories:

- are inclusive of racial and ethnic identities and distinctions in the United States.
- use criteria that were equivalent or comparable to other agencies and federal minimum standards.
- are respectful of how people refer to themselves.^{4 5}

CMA collects and defines data connected to the Race and Ethnicity Standards set on March 29, 2024 by the U.S. Office of Management and Budget (OMB).^{6 7}

These definitions include categories connected to federal minimums for data collection and incorporate categories that allow people to self-select the race and ethnicity in the way they primarily identify. Individuals can self-select the category that they best identify with as provide write-in data for the multiracial/multiethnic category question and American Indian or Alaska Native question.⁸

The American Indian or Alaska Native selection allows for individual to write in up to six tribal affiliations or to decline to respond. An individual's response is based upon self-identification and self-reporting. No

³ Ibid.

⁴ Please see, U.S. Office of Management and Budget in the Federal Register, March 29, 2024, Revisions to OMB's Statistical Policy Directive No. 15: Standards for Maintaining, Collecting, and Presenting Federal Data on Race and Ethnicity: A Notice by the Management and Budget Office on 03/29/2024, (OMB [Statistical Policy Directive No. 15.](#))

⁵ 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.](#)

⁶ 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. Please see, U.S. Office of Management and Budget in the Federal Register, March 29, 2024, Revisions to OMB's Statistical Policy Directive No. 15: Standards for Maintaining, Collecting, and Presenting Federal Data on Race and Ethnicity: A Notice by the Management and Budget Office on 03/29/2024, (OMB [Statistical Policy Directive No. 15.](#))

⁷ See [OMB Publishes Revisions to Statistical Policy Directive No. 15: Standards for Maintaining, Collecting, and Presenting Federal Data on Race and Ethnicity](#), (March 28, 2024.)

⁸ Please see, U.S. Office of Management and Budget in the Federal Register, March 29, 2024, Revisions to OMB's Statistical Policy Directive No. 15: Standards for Maintaining, Collecting, and Presenting Federal Data on Race and Ethnicity: A Notice by the Management and Budget Office on 03/29/2024, (OMB [Statistical Policy Directive No. 15.](#))

proof is required. For American Indian/Alaska Native: no one will ask an individual to show a tribal enrollment card or a Certificate of Degree of Indian Blood.

The reporting categories used by CMA are listed in Table 1.

Table 1:

Race/Ethnicity Reporting Category	Definition
American Indian or Alaska Native	Individuals with origins in any of the original peoples of North, Central, and South America, including, for example, Navajo Nation, Blackfeet Tribe of the Blackfeet Indian Reservation of Montana, Native Village of Barrow Inupiat Traditional Government, Nome Eskimo Community, Aztec, and Maya.
Asian	Individuals with origins in any of the original peoples of Central or East Asia, Southeast Asia, or South Asia, including, for example, Chinese, Asian Indian, Filipino, Vietnamese, Korean, and Japanese.
Black or African American	Individuals with origins in any of the Black racial groups of Africa, including, for example, African American, Jamaican, Haitian, Nigerian, Ethiopian, and Somali.
Hispanic or Latino	Includes individuals of Mexican, Puerto Rican, Salvadoran, Cuban, Dominican, Guatemalan, and other Central or South American or Spanish culture or origin.
Middle Eastern or North African	Individuals with origins in any of the original peoples of the Middle East or North Africa, including, for example, Lebanese, Iranian, Egyptian, Syrian, Iraqi, and Israeli.
Native Hawaiian or Pacific Islander	Individuals with origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands, including, for example, Native Hawaiian, Samoan, Chamorro, Tongan, Fijian, and Marshallese.
White	Individuals with origins in any of the original peoples of Europe, including, for example, English, German, Irish, Italian, Polish, and Scottish.

How do we use your data?

CMA uses data it collects to:

- support its commitment to diversity, equity, and inclusion work.
- support 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.⁹

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 Ibid.