

## ***Peabody Institute Anti-Racism, Diversity, Equity & Inclusion Steering Committee*** **Fall 2020 Newsletter**

### **BACKGROUND**

In summer 2020, Dean Bronstein shared a series of communications outlining Peabody's deepened commitment to anti-racism, diversity, equity, and inclusion initiatives in response to the death of George Floyd. Among them was the formation of the Anti-racism, Diversity, Equity and Inclusion Steering Committee announced in July.

The Charge of the committee is: *To oversee, advise, and ensure transparency and accountability for ongoing and new efforts in anti-racism and diversity, equity, and inclusion at Peabody including but not limited to the development of specific initiatives associated with DEI goals in the [Breakthrough Plan 2024](#) as well as additional initiatives put forth since the launch of the plan – especially around fighting racism at Peabody and in the performing arts industry, as identified in the [Dean's Letter of June 5, 2020](#).*

Comprised of faculty, staff, and student members Nilaya Baccus-Hairston, Carl DuPont, Sheila Esquivel, Sarah Hoover, Kaijeh Johnson, Yong Hi Moon, April Tune, and Elijah Wirth, the ADEI Steering Committee began meeting in August. The group's first action step was to create a strategic framework for key areas of ADEI efforts, as defined below:

- **Vision and Strategy**  
Advance a transparent and strategic ADEI action plan with a clear vision focused on (a) the development of resources (human, financial, and programmatic), (b) assessment and accountability, (c) inclusive practices to prevent inequity, and (d) building cultural awareness.
- **Program and Curriculum**  
Thoroughly integrate a broader and culturally responsive set of musical experiences, styles, and pedagogies into the curriculum, including concert hall programming and other public events.
- **Policy and Practice**  
Review and recommend revisions to Peabody's primary policies, practices, and procedures in alignment with ADEI vision.
- **Climate and Community**  
Build cultural awareness, understanding, and a climate of respect across Institute.
- **Resources and Funding**  
Identify and seek the financial resources needed to advance Peabody's ADEI vision and strategic action plan. Commit to support for ADEI in our institutional budget and provide accounting for how the funds are spent.

The ADEI Steering Group is committed to regular and transparent communication of progress towards goals set by the dean. With this first newsletter, the Steering Committee establishes the practice of a regular quarterly communication of updates on its work as well as ADEI progress across the Institute. Early next semester, the Steering Committee will launch a website and publish series of short-form

updates. Feedback and questions are welcomed and can be submitted anonymously through this [web form](#).

## PROGRESS: FALL 2020

### Vision and Strategy

- With the support of Dr. Katrina Caldwell and the Office of Diversity and Inclusion (ODI), work has begun on recommendations for a **comprehensive strategic plan** for Peabody's ADEI efforts. ODI has also provided resources and training to support early action steps in the fall, including the Community Conversations series.
- The Steering Committee has undertaken a **data collection process** to determine baseline measurements for ADEI efforts at Peabody and to determine strategic action plans. Subcommittees have collected information on the past five years in the areas of ADEI training; faculty/staff/student recruitment, retention, and promotion; ADEI funding and resources; and climate surveys. A report on the data collection will be published in January 2021.
- Work is underway to draft an **ADEI vision statement** which acknowledges Peabody's history of exclusion and racism while outlining a vision for an equitable and inclusive future. The Steering Committee will support divisional and university efforts to research founder George Peabody's relationship to slaveholding, as well as other aspects of Peabody Institute's history.
- The Steering Committee began a process of **identifying ADEI consultants and trainers** who, with the resources across JHU, will inform best practices, provide needed expertise, and help to build internal capacity.

### Program and Curriculum

- A **strategic plan for curricular revision** is under development over the 2020-21 academic year led by the Culturally Responsive Curriculum Task Force, which has been working through a Design Thinking process in order to make recommendations to the dean regarding next steps for the Peabody Conservatory curriculum. During the first semester, the Task Force executed the first two steps in this process: the Empathy phase, which involved researching current practices at Peabody and in peer institutions, and the Define phase, which narrowed the scope of work into manageable and relevant research topics.
- This fall, the Conservatory Ensembles program began intentional **inclusion of composers of color and other BIPOC voices** with this commitment becoming a fixture in all future ensemble programming and studio performances. Black composers included:
  - Brian Nabors, Courtney Bryant, Carlos Simon, Valerie Colman, Jessie Montgomery, and Derrick Spiva, Jr.Other composers of color included:
  - Jimmy Lopez, Reena Esmail, Angelica Negron, Du Yun, Conrad Tao, Juan Pablo Contreras, and Peter Shin
- The Baltimore-Washington Musical Pathways (BWMP) program, under the management of Peabody Preparatory Director Maria Mathieson and the Tuned-In program, has recruited ten students into its cohort. Mateen Milan, Peabody and Tuned-In alumnus, has been hired as BWMP and Tuned-In program coordinator.
- This fall's **Dean's Symposium series** has featured Rakim and Rhiannon Giddens.

## Policy and Practice

- As part of the data collection process, the Steering Committee has collected an **inventory of all staff, faculty, and student DEI training** from Human Resources Manager Laura Brooks as a starting place for recommendations for baseline implicit bias, micro-aggression, and intercultural competency training for all community members.
- The Associate Dean of Enrollment and Student Life has provided a report on **student recruitment/retention data and strategic action steps**.

## Climate and Community

- A commitment to **community dialogue** on ADEI issues has resulted in the establishment of Peabody's Community Conversations series coordinated and facilitated by the Steering Committee. The series began with two Community Conversation Starter webinars with incoming diversity leaders at JHU and was followed by listening sessions.
  - September 30: Dr. Katrina Caldwell, Vice Provost for Diversity and Inclusion and Chief Diversity Officer
  - October 28: Shanon Shumpert, Vice Provost for Institutional Equity
  - November 11: Community Listening Session
  - December 2: Community Listening Session
  - December 18: Town Hall with Dean Bronstein and Dr. Katrina Caldwell on Johns Hopkins/Slaveholding
- Information has been collected from seven small group listening sessions as well as the two webinars and town halls. **Action steps and feedback from community dialogue** will be published on the ADEI website. Feedback indicates the value of holding **affinity group listening sessions and facilitated community-wide dialogue** in the spring semester.
- The Office of Student Affairs increased **programming and engagement opportunities focused on strengthening cultural awareness**, increasing knowledge around diversity and inclusion topics with the goal of fostering a climate of respect across the Institute. Spotlight programs included celebrating National Coming Out Day, facilitating a critical dialogue around the Latinx community, recognizing indigenous peoples, and hosting speakers central to the Black Lives Matter movement in the fight to stop systemic racism.
- **Informal, open community dialogue and resource sharing** continues on the Anti-Racism Accomplices Teams site – Peabody community members may sign up by emailing Nilaya Baccus-Hairston.
- Plans are underway to launch a **climate survey and report** in the early spring under the direction of the Office of Diversity and Inclusion.

## Resources and Funding

- As part of the data collection process, the SC has worked with the Associate Dean for Finance and Administration to **document funding spent on diversity efforts** in the past five years with the goal of incorporating dedicated funding to ADEI in the institute's operational budget for FY22 and beyond.
- Peabody Preparatory's **Tuned-In program has been endowed** with the support of a [new \\$1.25 million gift](#).