DIVERSITY AND ANTI-RACISM IN THE CONSERVATORY SECTOR

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THE PEABODY INSTITUTE & CAREY SCHOOL OF BUSINESS
OF JOHNS HOPKINS UNIVERSITY
CULTURALLY RESPONSIVE CURRICULUM TASK FORCE

- **Empathize**: Empathize with stakeholders across the Institute
- **Define**: Define cultural relevance and how it can be integrated into the curriculum of Peabody
- **Evaluate**: Evaluate curricular offerings across the field and in our institution
- **Generate**: Generate ideas around the implementation of alternative coursework, research, and programming
- **Solicit**: Solicit feedback from faculty and students
- **Test**: Test ideas and calibrate methods of delivery
ANTI-RACISM, DIVERSITY, EQUITY, AND INCLUSION

1. Foster an environment of belonging for all students and faculty

2. Advance a transparent and strategic action plan focused on:
   - Development of Human Resources
   - Assessment and accountability
   - Inclusive practices to prevent inequity
   - Building cultural awareness

3. Host Community Conversations

4. Review and recommend revisions to Peabody’s primary policies, practices, and procedures in alignment with ADEI vision
VOICE AREA

• Support full self-expression through the science and art of singing
• Assign an inclusive repertoire to students at all levels
• Art Song by Black Composers Course
  – Learn, perform, and analyze works by Black composers
  – Critically examine the history, nature, and trajectory of art song by Black composers
  – Investigate interlocking and simultaneous forms of oppression historically and contemporaneously
The Resilient Voice

- Understand voice as a technology of self-hood
- Explore, define, and account for the cognitive and sociological factors that determine how speech and vocal production are perceived

Leadership at the Movies

- Distill strategic themes for success from Black cinema
Manhattan School of Music
Gender by Level for All Programs

Undergraduate (497)  Graduate (443)

Male  Female  Non-Conforming
Domestic/International by Level for All Programs

Undergraduate (497)
- Domestic: 60%
- International: 40%

Graduate (443)
- Domestic: 20%
- International: 80%
Race/Ethnicity for Domestic Students by Level for All Programs

- Undergraduate (312)
- Graduate (150)

- White
- African American
- Asian
- Hispanic
- Multiracial
- Unknown

Graph showing the distribution of students by race/ethnicity for undergraduate and graduate levels.
CULTURAL INCLUSION INITIATIVE:
EVENT HIGHLIGHTS

**JUN 4**
**MSM Town Hall**
*#BlackLivesMatter*

Hosted by Alexa Dehart, President of the Office of the President; Rayna Campbell, President, MSM Black Student Union
Chloe Bell, President, MSM Student Council
7-8:30PM

**THURS, JUNE 11**
**MSM Perspectives Series**
**SUMMER 2020**
**The Artist and Social Change**

With Lisa Gentile, Associate Dean and Director of MSM Musical Theater, and Pamela Stewart, MSM Piano Faculty
Anthony Ross Corenzo (MM, DMA), MSM Band of Tomorrow
Dwight Snare (MM, DMA), MSM Jazz Piano, Voice, and Composition Faculty
10AM EDT

**THURS, JULY 16**
**MSM Perspectives Series**
**SUMMER 2020**
**Student Artists and Social Change**

A discussion of the role of the artist in society and how students can be involved and make an impact. Emphasis on the use of visual artists' works to bring an active role in helping generate societal change.
Moderated by Monica Kiehnweber, Dean of Students
10M EDT
Gabriel Chukwuka (MM, DMA), MSM Jazz Guitar, Voice, and Composition Faculty
Sarah Mihay (MM, DMA), MSM Jazz Guitar, Voice, and Composition Faculty
11AM EDT

**2020-21 MSM COMMUNITY TOWN HALL WITH VALUES PARTNERSHIPS**

**THURS, OCTOBER 9**
**Setting the Stage:**
Where is the Country on Racial Equity and Inclusion?

A conversation between MSM President AVERY WANG and JOSHUA SNIDER
Joshua D. Brown, President of Values Partnerships, and the Office of Participatory Partnerships under President Wang, leading the President’s work on racial and social equity for years, both before he entered the White House. The author of many books and a leader in meditation, Brown is a leading voice on community partnerships and issues impacting African Americans.
7-8:30PM EDT

**2020-21 MSM ARTIST SCHOLAR PRESENTATION**

**MON, NOVEMBER 9**
**#BlackVoicesMatter**

The Legacies of Blackface Minstrelsy, Confederacy Nostalgia, Technology, and Music on Black Lives Today

Featuring 2020-21 MSM Artist Scholar Bill Doggett, award-winning social and cultural media historian and artist activist
4:30PM EDT

**2020-21 MSM COMMUNITY TOWN HALL**

**LIVE STREAM ON FACEBOOK LIVE @MSMNYC**

**MON, NOVEMBER 16**
**Here, Now**

A concert and conversation with guest Jamie Thomas, 2020-21 MSM Artist Scholar and inaugural Artist-in-Residence
4-5PM EDT
LET'S TALK SERIES:
WELLNESS FOR STUDENTS OF COLOR
WITH DR. VANESSA BING, PH.D.
MSM’s Mental Health Counselor

"Let's explore the importance of self-care, especially during socially and politically charged times, as a tool of liberation and healing."

TUES, APRIL 6, 2021
2:00 PM - 3:00 PM
ZOOM ID: 910 6138 7847

OPEN TO ALL MSM MEMBERS!
Please join us for an open exchange examining the importance of self-care as a tool for liberation and healing during difficult times.

RAFFLE PRIZE: 1-YEAR FREE SUBSCRIPTION TO THE CALM APP (VALUED AT $40)

Asian & Asian American Wellness Support Session

As our Asian and Asian American students may be feeling stressed and anxious as a result of these racist & violent attacks, please join us in a listening session with fellow students and MSM counselor.

At MSM we are with you in full solidarity & we are always here for you!