

BRIDGE MATRIX

	ENTRY & EARLY YEARS	HIGH SCHOOL & PRE-COLLEGE	COLLEGE & CONSERVATORY	PRE-PROFESSIONAL	YOUNG PROFESSIONAL
<p><i>Psychological and Behavioral Preparation</i></p> <p>To mentally prepare musicians of color to navigate obstacles that disproportionately affect them</p>	<p>CHALLENGE Are there psychological components (as opposed to socioeconomic) affecting participation in classical music at this phase?</p> <p>RESOURCE Inspiring Role Models; Encouragement from Parents and/or Adults; Entry Point into Instrumental Instruction</p>	<p>CHALLENGE Ineffective and negative guidance counselors. Do musicians have access to pre-college advising that empowers rather than dissuades them?</p> <p>RESOURCE Campus Visits; Scholarships; Financial Aid Consultations; Application Consultants; Summer Music Camps</p>	<p>CHALLENGE Retention: Do young musicians have the social and organizational vocabulary needed to identify the challenges they face? Can programs like the Posse Foundation be re-purposed to our context?</p> <p>RESOURCE Early Access to Career Mentorship and Planning; Summer Music Festivals</p>	<p>CHALLENGE Will mentors themselves have the wherewithal to offer holistic mentorship?</p> <p>RESOURCE Mentor matching; Placement in Fellowship Programs; Graduate Programs</p>	<p>CHALLENGE How do we ensure that musicians get the right coaching, at the right time, and properly calibrated to their unique professional situation?</p> <p>RESOURCE Mentors; Fellow Musicians; Music Directors; Executive Directors; Personnel Managers; Psychologists</p>
<p><i>Technical Training</i></p> <p>To ensure mastery of the fundamental building blocks of professional musicianship</p>	<p>CHALLENGE Can students outside of community-based music education programs that do not have access to music programs in their schools be systematically reached?</p> <p>RESOURCE Lessons and Fundamentals Early On; Summer Camps and Traditional Pre-College Programs</p>	<p>CHALLENGE How can this be done cost efficiently? What if a student lives far away from quality instructors and mentors?</p> <p>RESOURCE Audition Preparation; Virtual Learning; Summer Camps and Pre-College Programs</p>	<p>CHALLENGE Can we get buy-in from all stakeholders at the institutional level? Will faculty be firm and hold musicians to the same high standards as their colleagues?</p> <p>RESOURCE Professional Audition Preparation; Summer Music Festivals</p>	<p>CHALLENGE Is there new ground to cover here or are existing resources/practices enough?</p> <p>RESOURCE Intensive Audition Preparation; 1-on-1 sessions; Mock Auditions</p>	<p>CHALLENGE How will the learning curve of weekly performances be acclimated? Are there skills that can be developed earlier in Pipeline?</p> <p>RESOURCE Mentors; Fellow Musicians; Tenured Musicians of Color; Consistent and Specific Feedback</p>
<p><i>Logistical and Financial Support</i></p> <p>To support families and the high costs of pursuing a career as a professional classical musician</p>	<p>CHALLENGE Do we have good data on what it costs to provide musical training from Middle School through High School?</p> <p>RESOURCE Funds for Instrument Purchases and Private Lessons; Parent Involvement; Talent Development Programs</p>	<p>CHALLENGE Could admissions teams from various schools come together and audition students at the same time?</p> <p>RESOURCE Audition by Consortium; Group Trips to College Auditions; Waived College Audition Fees; Parent Support Groups</p>	<p>CHALLENGE How can resources complement instead of replacing those provided by college/conservatory?</p> <p>RESOURCE Instrument Support; Travel Resources; Information on Fellowship, Graduate and Training Programs</p>	<p>CHALLENGE How do I balance my freelancing responsibilities and income while taking professional auditions?</p> <p>RESOURCE National Alliance for Audition Support; Instrument Loans & Purchases; Resume Support</p>	<p>CHALLENGE What, if any, additional costs or logistical support do hired musicians of color face?</p> <p>RESOURCE Mentors; Fellow Musicians; Music Directors; Psychologists</p>
<p><i>Organizational Support</i></p> <p>To promote equity in, ensure alignment of and provide support to the organizations the musicians of color seek to participate in</p>	<p>CHALLENGE Given that these programs are the beginning of the pipeline, how can we support them most effectively?</p> <p>RESOURCE Community Music Schools; Community-based Music Education Programs; Public/Private/Charter School Music Programs</p>	<p>CHALLENGE Do college/conservatories view prospective students from an enrollment/financial aid perspective? Does tuition discounting disincentivize recruitment of these applicants?</p> <p>RESOURCE Admissions Officers; Administrators; Parent Support Groups</p>	<p>CHALLENGE Will shared governance and tuition discounting make it difficult for institutions to be responsive to musicians of color?</p> <p>RESOURCE Mentors; Faculty and Administrative Advisors</p>	<p>CHALLENGE Does the audition and recruitment process undermine diversity, equity and inclusion efforts?</p> <p>RESOURCE Music Directors; League of American Orchestra; Orchestra Managers, Staff, and Boards; Orchestra Committees; Collective Bargaining Agreements</p>	<p>CHALLENGE Are the review processes transparent enough? What proactive retention programs exist? Has unconscious bias been discussed at the organizational level?</p> <p>RESOURCE Music Directors, Boards, Orchestra Committee; Collective Bargaining</p>
<p><i>Talent Identification and Opportunities</i></p> <p>Identifying, evaluating and recruiting musicians of color</p>	<p>CHALLENGE How do you market to/communicate with this population? How big is it? 100k-300k students?</p> <p>RESOURCE Community-based music education programs; State Music Educator Associations; Arts Schools</p>	<p>CHALLENGE How can we reach all of these students?</p> <p>RESOURCE College Fairs; High School Music Rosters; Community-based music education programs; Sphinx Competition & Summer Performance Academy; NASM & ICCAM</p>	<p>CHALLENGE Retention is a challenge; How do we identify when a student is struggling? Can we intervene and support on a time horizon that is meaningful to the student?</p> <p>RESOURCE Faculty, Administrators; Academic and Career Advisors</p>	<p>CHALLENGE Recruitment practices are minimal. Can diverse candidates be proactively sought?</p> <p>RESOURCE League of American Orchestras; Colleges & Conservatories; Orchestras</p>	<p>CHALLENGE How can we ensure that musicians who come through the pipeline continue to help nourish it?</p> <p>RESOURCE Musicians of Color (as mentors themselves)</p>