

RICHMOND SYMPHONY DIVERSITY, EQUITY, & INCLUSION COMMITTEE MEETING

Wednesday, April 1st 2020 at 4.00 pm via Zoom.

Members Present: David Fisk, Maria Gogova, George Mahoney, Meredith Riley, Ludi Webber, Betsy Wollan, Bucci Zeugner
Also Present: Kristen Allegood, Jen Arnold, Walter Bitner, Logan Massey, Jonathan Sanford
Members Absent: Lisa Byrd, Kamran Raika (Chair)

1. Reminder of 2019/20 work plan and review of notes of last meeting.

1. **Strategy 3:** The Diversity, Equity & Inclusion Committee will develop a DEI plan to ensure that our programs resonate with, contribute to and serve the needs of our communities.
 - (i) *The status of the VCU DE&I Capstone Project.*
Final presentation postponed to April 27. By requirements, only need to present to Walter – we will open up to as many that would like to join. 12:00pm April 27 Zoom meeting. The focus is on Audience Building.
 - (ii) *We are awarded the LAO Catalyst Fund grant.*
Terms: Until May 8 to contract a consultant and create a detailed work plan to fulfil the grant. The League provided consultant recommendations. Crossroads Consultants have worked with Nashville and Chicago Symphonies. League will announce possible extension of deadlines for next steps of grant.
Grant: \$25,000 Budget for Project: \$60,000
 - (iii) *Menuhin 2020 → Menuhin 2021: what we can now do even better, with more lead time, knowing the 44: plan more fully to engage communities and target audiences across the whole region; including school systems, and individual schools.*
Possibility to set up engagement between the region's schools and the 44 competitors, with more time now. All participants, with exception of a few jurors, will be in attendance at 2021 Menuhin. Hope to do workshops with TwoSet Violin.
 - (iv) *Development of our work with RPS (Tracy Silverman), esp. 7th, 4th, 5th Districts*
 - i. Successful workshop – Sets up a framework for future workshops. ~130 Students attending from 22 schools. We are working to create peak experiences to motivate RPS Orchestra Students.
 - ii. Creating a program to provide frequency, repetition, and intensity. We have met with teachers who are excited at this idea. Hope to find a partner soon to help us provide aspects of an afterschool program that we do not have the resources to provide (location, transportation, and meals), we will provide instruction and guidance. Looking at Richmond Community of Caring as a potential partner. Robins Foundation is a potential major funder, however COVID-19 has taken a significant amount of their capacity.
 - iii. RSO Musicians to strength RPS orchestra programs and relationships with teachers in classroom.
 - iv. Big Tent – South of the James may be postponed to 2021
Looking at providing instruments to 4th and 5th elementary schools – Huguenot HS looking for a kiln
Goal: Raise \$500,000 through big tent programs

2. What else can we be doing to continue to make progress during COVID19?

1. *Strategy 1: Work with the Symphony's internal constituencies to review their composition and focus and to identify specific ways in which they can support the Richmond Symphony's goal of increasing the diverse communities that we serve and the audiences we are aiming to attract: **League, Musicians, YOP** (see above).*
 - i. YOP: Surveying musicians at beginning of year to volunteer to go into schools and engage students. Engaging them within their classrooms. Forming positive relationships with local music teachers
 - ii. League: Use community connections that Kristin has made to diversify e.g. The Links
 - iii. Musicians: taking risk management assessment.
2. *Strategy 2, Tactic 1: Ensure that the development of our work to advance this goal is outward-looking and informed by external guidance: **Develop our Community Council**, representative of the communities we seek to serve.*
 - Kristin has reviewed surveys from this season – will schedule virtual meeting to get some additional feedback and talk about recruitment & diversification.

3. What can be doing now to prepare to bounce back after COVID19?

1. *Plan to mesh our takeaways from the VCU Capstone Project and our upcoming work through the Catalyst Fund with our committee work in 2020/21*
 - Engage Hispanic community for Lollipops Day of the Dead performance. Already translating some materials into Spanish. Discussed community groups with Latin Ballet. Offering a Girl Scout badge for attending concert. Possibility of getting the members of Sphinx Virtuosi into community.
2. *Bring the new Music Director up to speed with our work and prepare to benefit from their leadership as soon as July*

4. Proposed date of next meeting and any other business. Monday, April 27 @ Noon – Capstone Presentation