

# RICHMOND SYMPHONY

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## Nominating & Governance

### Meeting Notes

**Location:** Via Zoom

**Date & Time:** 11/4/21 @ 1:00PM

**Attendees:** Devin Gossett, Elizabeth Cabell Jennings, Roger Neathawk (Chair), Ellen Cockerham Riccio, Dominic Rotella, Jonathan Sanford, Andrew Sommer, Russell Wilson, Bucci Zeugner

**Other Attendees:** Walter Bitner, Jonathan Sanford, Ryan Scott

**Regrets:** John Braymer, Lacey Huszcza, George Mahoney

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## Agenda Items:

### I. Welcome

### II. Review of DEI Intentions 2019-21:

- **Richmond Symphony Full Organization:**
  - Catalyst Fund grant awarded spring 2020
  - Crossroads Anti-racism training fall 2020
  - VCU Capstone Dissertation Project 2019-2020
  - Staff, Board, and Musicians attended SphinxConnect 2021 (online)
  - Develop intentional hiring and recruiting practices for staff and board to promote diversity
- **Artistic/Audition Process:**
  - National Alliance for Audition Support (NAAS) membership
    - Added several recommendations from Audition Guidelines to 21-22 Side Letter
  - Sphinx Orchestral Partners membership
  - Richmond Symphony musicians participate in listening to candidates
  - NAAS candidates are recruited to substitute or be pre advanced to auditions
  - Intentional programming of music by female composers and BIPOC composers

- o Intentional hiring of female and BIPOC guest artists and conductors
- o Development of guest artist residencies to reach underrepresented communities
- o Formal adoption of amendments to the audition process to intentionally create a more equitable process (Side Letter 9/5/21, Article XIX, I.5, 1.9)
- o Begin marketing spend for black media coverage
- **Education & Community Engagement:**
  - o Big Tent Festivals (2016-2020)
  - o Community Council (2017-2020)
  - o Copious donations of instruments, money, and MAP performances to RPS schools
  - o Discounted Discovery concert tickets for Title I schools
  - o Meetings of the MInd (online collaboration course with HBCUs) 2021-2022
  - o Black Music Discovery courses 2020-2021
  - o Music Explorations Zoom events
  - o RSSoM scholarship and financial assistance programs

### **III. How will DEI inform our strategy over the next three years?**

- Discussed how intentions above have influenced our role in public school education.
- Discussed implications of the VCU Capstone Project.
- Discussed possible future programs for RSSoM designed to pursue our music education mission, including the possibility of individual and small group instruction, and the Community Youth Strings Program.

### **IV. Who is not here?**

- This question was raised to hopefully provoke new ideas for committee membership from the community.

### **V. Next Meeting**

- Date for the next meeting of the DEI committee will be set once a clear direction for the committee's work is provided by the strategic planning process.