

# Inclusion, Diversity, Equity, and Access (IDEA) A PROGRESS REPORT

Led by its IDEA Committee, the Aspen Music Festival and School continued to work toward the goals it adopted in 2021 to codify and deepen the organization's commitment to inclusion, diversity, equity, and access. The following are institutional accomplishments achieved in pursuit of these goals.

## STUDENT BODY

- From 2019 to 2022, the School saw an increase in the proportion of students identifying as Black or African American, Hispanic or Latina/o, Native American or Alaska Native, and Native Hawaiian or Other Pacific Islander; and in particular, among those identifying as Black or African American.
- The Talent and Inclusion Scholarship Fund supported nine students with financial aid in 2022. The Fund was established by AMFS Trustees in 2021 to increase scholarships for eligible Hispanic, Latina/o, and Black or African American students to aid in recruitment and matriculation.
- In 2022, the AMFS explored partnerships to further support Black or African American and Latina/o musicians in their pursuit of classical music careers through summer music study and partnered with National Alliance for Audition Support (NAAS) to support its initiative to increase diversity in American orchestras. Through this partnership, AMFS also aims to lay the groundwork for recruiting new applicants from underrepresented student groups.

## ARTIST-FACULTY

- This past summer, five new BIPOC (Black, Indigenous, or people of color) artist-faculty members were engaged resulting in artist-faculty representation estimated at 16 percent AMELIA (African, Middle Eastern, Latin, Indigenous, and Asian) and 7 percent BIPOC, far exceeding the national average for diversity in professional orchestras.

## STAGES

- Meeting a goal set prior to the start of the season, 75 percent of our public, summer main-stage programs featured guest artists, conductors, or works by composers of color.

## BOARD OF TRUSTEES

- Starting from a baseline of 6 percent AMELIA Trustees, new candidates were nominated to increase AMELIA representation by an additional 10 percent. New appointments to the Corporation also increased AMELIA representation and generational diversity.

## TRAINING

- The organization met its commitment to conduct two IDEA-related training sessions for staff per year, as well as training for artist-faculty. Sessions were led by Dr. Georgina García of Metropolitan State University of Denver. In post-training surveys, 81 percent of staff rated the sessions “valuable” or “extremely valuable.”

## MEASUREMENT

- The IDEA Committee conducted surveys of artist-faculty, year-round staff, and summer staff in June, meeting its goal to begin collecting self-reported data on an annual basis to allow for reflection on IDEA progress. Surveys were anonymous and response rates were high.

## COMMITMENT TO COLORADO'S ROARING FORK VALLEY

- Scholarship assistance for the AfterWorks Beginning Strings and Lead Guitar programs doubled for the 2021–22 school year.
- Half of the twenty-six students who participated in the new AfterWorks Chamber Music Lab program were Latina/o.
- Several sections of the 2022 Program Book were once again translated into Spanish, including “Concert Information and Patron Services.” Managing Editor Dr. Joseph Pfender also wrote a Spanish-only “editor’s introduction” to introduce the main themes of the book’s feature essays. In addition, program and registration information for Education and Community offerings during the school year were produced in both English and Spanish.

