

SHOW THEM YOU KNOW THEM

*Building an Inclusive,
Student-Centered
Music Program*



PRESENTERS

DR. CLIFF CROOMES

THE UNIVERSITY OF TEXAS AT AUSTIN

DR. KELVIN JONES

LOUISIANA STATE UNIVERSITY



DR. KAITLIN BOVE

PIERCE COLLEGE

DR. BEN LORENZO

UNIVERSITY OF ARKANSAS

ROOM INTRODUCTIONS

- **Greet your neighbor!**
- **Who are you and where are you from?**
- **Why are you attending this session?**
- **Share one way you're currently making your music program an inclusive place ...**

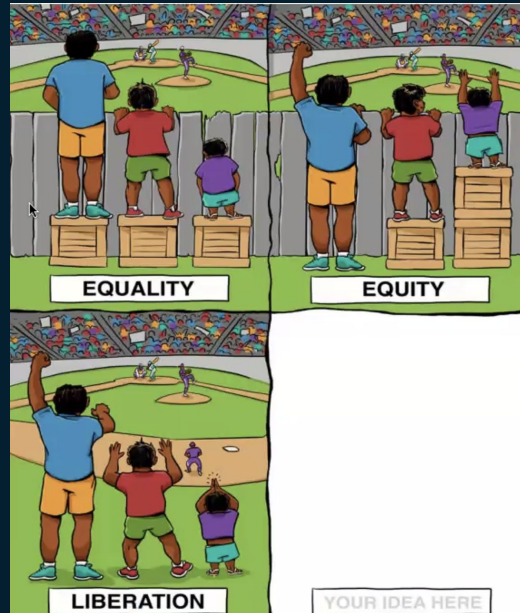


WHAT DOES DEI LOOK LIKE & WHY DOES IT MATTER?

DIVERSITY



EQUITY



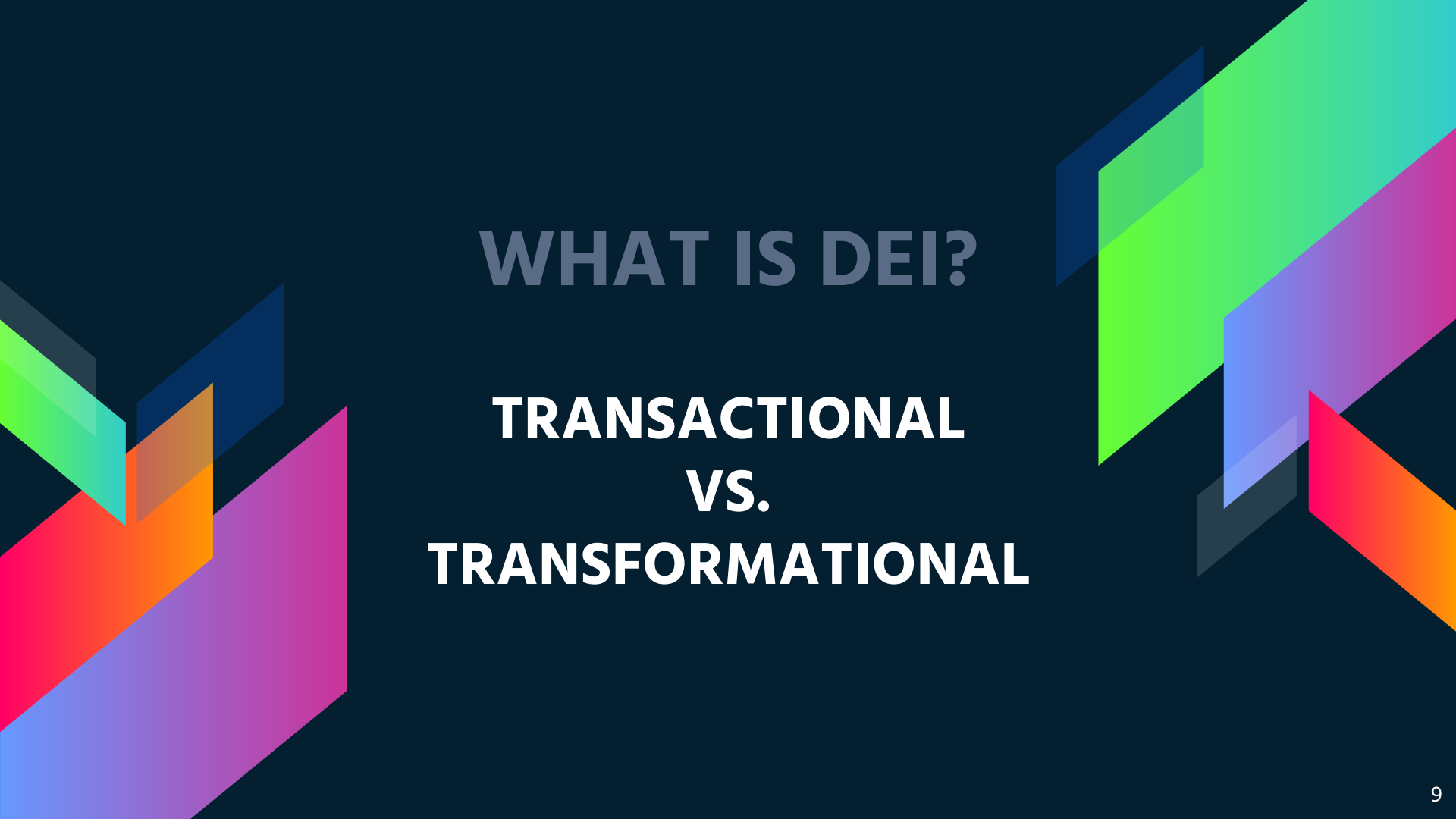
INCLUSION



DEI

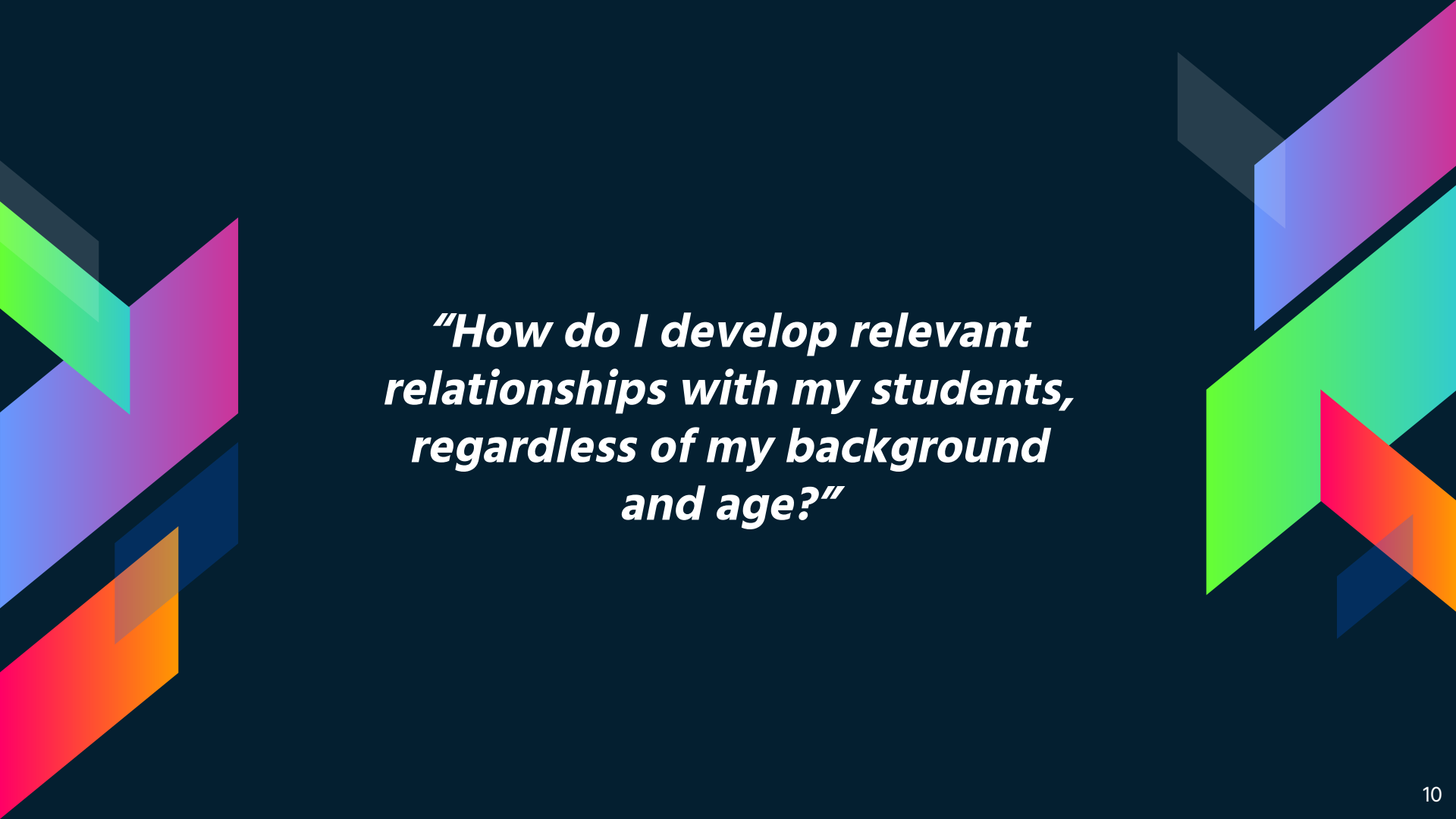
DEFINE AS A STAFF:

- **GOALS**
- **EXPECTATIONS**
- **VALUES**

The slide features a dark blue background with abstract, overlapping geometric shapes in the corners. On the left, there are shapes in shades of green, blue, orange, and pink. On the right, there are shapes in shades of green, blue, purple, and orange. The central text is white and bold.

WHAT IS DEI?

**TRANSACTIONAL
VS.
TRANSFORMATIONAL**



“How do I develop relevant relationships with my students, regardless of my background and age?”

DEVELOPING RELATIONSHIPS

STEP 1:
Learn the students' names!

DEVELOPING RELATIONSHIPS

STEP 2:
Learn about the students'
backgrounds.

DEVELOPING RELATIONSHIPS

STEP 3:

Establish a tone of inclusion
that emphasizes the value
of all perspectives.

DEVELOPING RELATIONSHIPS

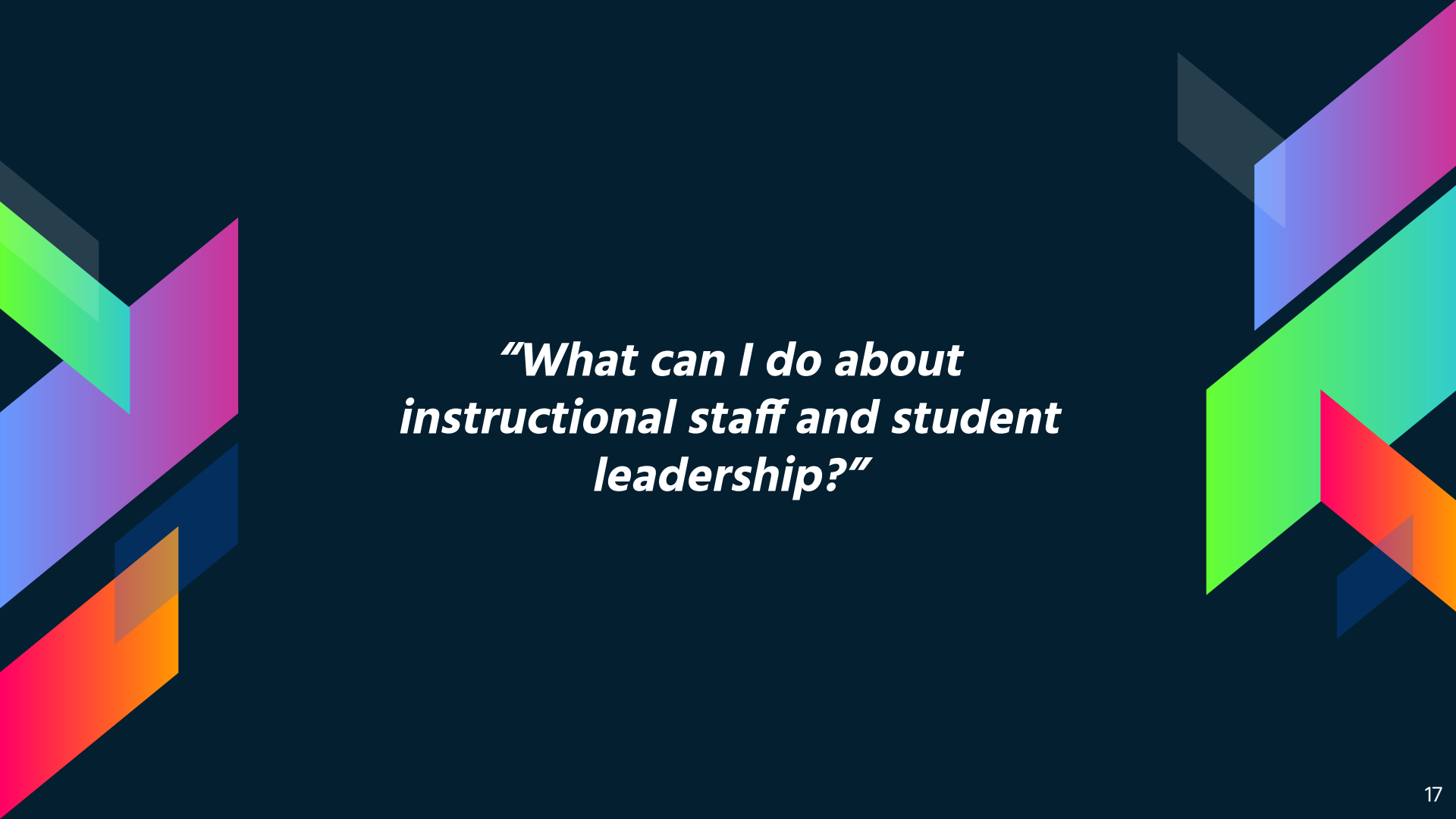
STEP 4:
**Support underrepresented
students in earning
leadership positions in
your organization.**

DEVELOPING RELATIONSHIPS

STEP 5:
**Model by sharing your
own identity.**

DEVELOPING RELATIONSHIPS

STEP 6: **Ask. Learn. Grow.**

The slide features a dark navy blue background. In the top-left and bottom-left corners, there are overlapping geometric shapes in shades of green, cyan, magenta, and blue. Similarly, in the top-right and bottom-right corners, there are overlapping shapes in shades of purple, magenta, cyan, and orange. The central text is white and italicized.

***“What can I do about
instructional staff and student
leadership?”***

STAFF & STUDENT LEADERSHIP

- **DIVERSITY IN TEACHING STAFF**
- **IS YOUR STUDENT LEADERSHIP REPRESENTATIVE OF THE BAND?**
- **HOW CAN I GET THE MOST DIVERSE STUDENT LEADER APPLICANT POOL?**

DIVERSE REPERTOIRE

DISCUSSION:

*What are your top 3
“desert island” band pieces?*

Now ... who composed them?



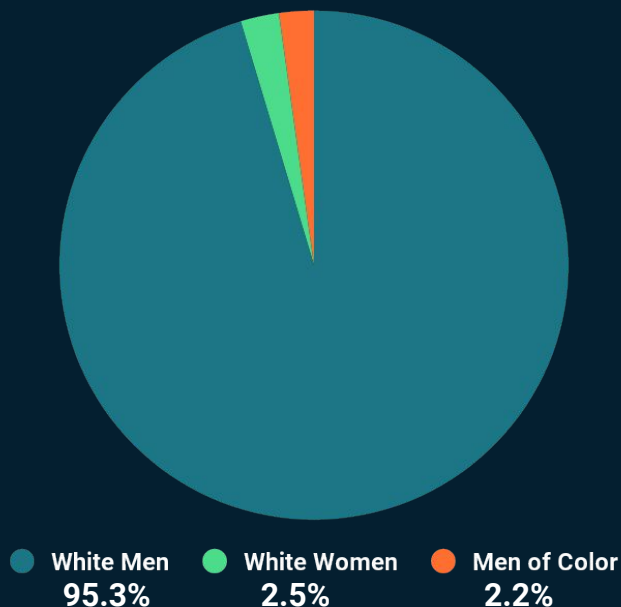
“Can I still program the standard, great, quality musical repertoire that made me want to become a director while building a student-centered program?”

DIVERSE REPERTOIRE

- **RECOGNIZING OUR BIASES**
- **QUALITY VS. DIVERSITY**
- **SCARCITY**
- **RICHER PROGRAMMING**
- **ACKNOWLEDGEMENT & EMPATHY**

DIVERSE REPERTOIRE

A 2021 State Repertoire Selection List by Composer Demographic



**1,268 Pieces
Grades 1 - 6**

**0 Pieces Composed
by Women of Color**

**65% of Works by
Women Composed
by Two Women**

**3.8% of
Arrangements by
Underrepresented
Arrangers**

DIVERSE REPERTOIRE

ACTIONABLE ITEMS

- **KNOW YOUR COMMUNITY**
- **SET GOALS & FOLLOW THROUGH**
- **UTILIZE PROGRAMMING RESOURCES**
- **PURCHASE FROM DIVERSE PUBLISHERS**
- **BE AWARE OF APPROPRIATION**
- **USE COMPOSER FULL NAMES & PRONOUNS**
- **SUBMIT PIECES BY DIVERSE COMPOSERS
FOR ADDITION TO YOUR STATE LIST**

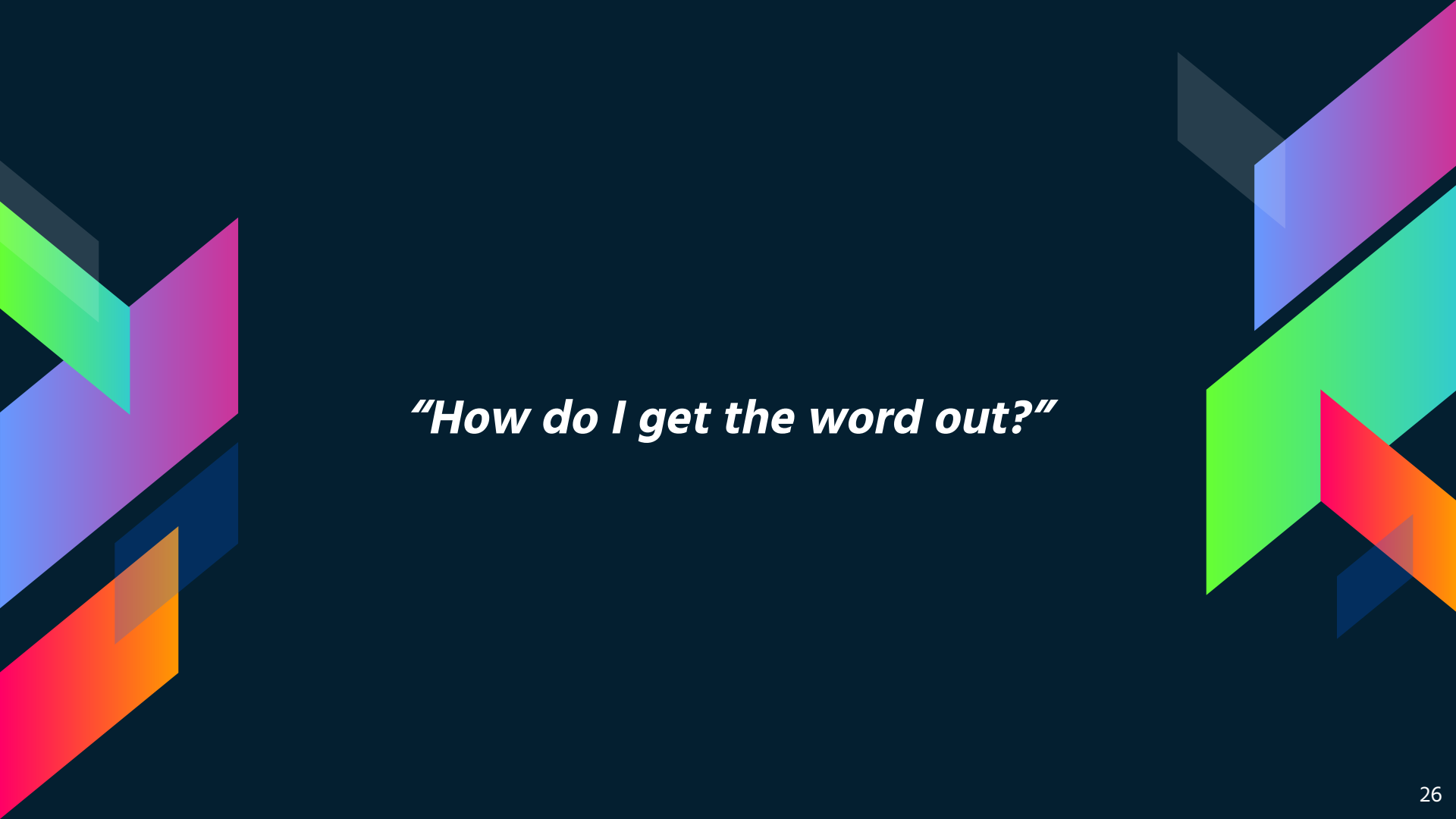
RECRUITMENT & RETENTION

- **RECRUITING AND RETENTION ARE INTERLINKED**
 - **REFLECTIVE OF COMMUNITY**
 - **COMMUNITY INVOLVEMENT**
 - **CONNECTION TO PARENTS/GUARDIANS**
- **THINK LONG-TERM**
- **FIND SUCCESSFUL MODELS**
- **CONTINUE TO GROW**

RECRUITMENT & RETENTION

ACTIONABLE ITEMS

- DIVERSITY 101 SESSIONS
- SAFE SPACE TRAINING
- REPERTOIRE SELECTION
- COMPOSER RESIDENCIES
- COMMISSIONING
- STUDENT ENGAGEMENT & AUTONOMY
- ACCESS TO GLOBAL RESOURCES
- ACCOUNTABILITY TO STAKEHOLDERS

Abstract geometric shapes in the corners. The top-left corner features a stack of translucent shapes in shades of green, cyan, magenta, and blue. The bottom-left corner has a stack of translucent shapes in shades of orange, red, and blue. The top-right corner shows a stack of translucent shapes in shades of magenta, blue, and cyan. The bottom-right corner features a stack of translucent shapes in shades of cyan, magenta, and orange. The central text is white and italicized.

“How do I get the word out?”

E-PRESENCE & SOCIAL MEDIA

**SOCIAL MEDIA IS THE WINDOW INTO
YOUR PROGRAM**

SHOWCASE DIVERSE STUDENTS & EVENTS

**SUPPORT STUDENTS IN ACTIVE SOCIAL
MEDIA PARTICIPATION**

E-PRESENCE & SOCIAL MEDIA



PIERCE COLLEGE HYBRID ENSEMBLE

LIVE STREAMED FOR YOUR VIEWING CONVENIENCE!

—

WEDNESDAY JUNE 9TH AT 4PM PST
FEATURING WORKS SUCH AS:
CARMEN FANTASY
DUSK
THE TELL TALE HEART
PIANO CONCERTO IN C BY HAYDN
AND MORE!

WE'VE KEPT IT

HOGWILD

IN BUD WALTON ARENA!



28 HOME WINS
COMBINED BETWEEN BOTH RAZORBACK BASKETBALL TEAMS

Passages | Alex Shapiro ✕

percecollegeconcertband
March 18



The University of Texas Bands

Posted by Trey Lockett
Feb 11 •

Saturday at 5:00 PM: Don't miss Prof. Jerry Junkin with composers Jennifer Higdon, Soon Hee Newbold, and Omar Thomas for "The Changing Faces of O... See More

MUSICconnects

2021 TMEA Clinic / Convention



JENNIFER HIGDON SOON HEE NEWBOLD OMAR THOMAS JERRY JUNKIN

The Changing Faces of Our Repertoire
Saturday, February 13 | 5:00 - 5:45 PM | tmea.org

Registration for 2021 TMEA Convention required.

The University of Texas Longhorn Band
May 24 •

Congratulations to the 2021 Drum Major of The Showband of the Southwest, Mr. Christian Douglas!
... See More

CHRISTIAN DOUGLAS

DRUM MAJOR



LONGHORN BAND

Pierce College Hybrid Ensemble Presents

Spring Quarter Concert
Wednesday June 9- 4pm
Featuring Ryan William's
"Tell Tale Heart"



Pierce College Hybrid Ensemble 2021

Graduates



PEREZ WHITMORE

percecollegeconcertband



I. MACHINE
from Concerto for Euphonium & Wind Ensemble
DAY
WINTER 2020

E-PRESENCE & SOCIAL MEDIA



The Golden Band From Tigerland

March 18 · 🌐

Amanda Drinkwater is a music educator and proud Tiger Band alumna. She was a member of the baritone section from 1987 to 1991, serving as a section leader for a couple of years. She attributes Tiger Band as the reason why she decided to change her major and pursue music education.

Amanda has taught high school band in Texas for 23 years. She developed her own band programs based on the organization ideas and philosophical foundations of Tiger Band. Amanda says that Tiger Ba... [See More](#)

alumni spotlight

AMANDA DRINKWATER



FAVORITE TIGER BAND MEMORY

"Standout experiences include filming for the movie 'Everybody's All-American', traveling to most of the SEC stadiums, bowl games, the early years of Tigerama, and of course, home game days in Tiger Stadium. All of that said, the very best memories are from the rehearsals, where progress was forged in the thick Louisiana humidity through collaboration with dedicated peers and directors."

ADVICE TO SOMEONE WHO IS CONSIDERING JOINING TIGER BAND:

"The role and image of the Tiger Band organization is very meaningful to tens of thousands of LSU fans and alumni spanning multiple generations all around the world. Membership means belonging to something greater than oneself and becoming a part of the extended LSU community for a lifetime - 'Forever LSU'."



Announcing the LSU Inclusive Repertoire Initiative



3/23/2021

The Louisiana State University (LSU) Department of Bands is issuing a call for scores by underrepresented composers to be performed and recorded by the concert ensembles during the 2021-22 academic year. We believe it is our responsibility to support, encourage, and promote music and composers from historically marginalized communities and to program repertoire that reflects the diverse makeup of our student body. Submitted scores will be reviewed by members of the LSU faculty/staff and selected pieces will be programmed throughout the year.

Submitted pieces are not limited to new compositions. All original compositions in the catalog of an underrepresented composer with a minimum of 10 players will be reviewed. Details specifying underrepresented criteria are available on the entry form:

https://lsu.edu/cmda/bands/forms/inclusive_repertoire_initiative.php

Please submit materials by June 15th, 2021. Composers of selected pieces will be notified via email by August 1st, 2021. We hope you will share this information with those who may be interested and consider being a part of music at LSU.



The Golden Band From Tigerland

March 29 · 🌐

Tiger Band is home to hundreds of talented and diverse individuals!

DID YOU KNOW?

The 2020 Tiger Band was one of the more diverse groups in recent history with nearly 20% of the students coming from underrepresented populations

ARKANSAS

BANDS

4pm Concert Band

Featuring the music of:

**Boysen
Bryant
Stevens**



alumni spotlight

SEAN ARDOIN



lsutigerband



lsutigerband · Kreole rock and soul artist and two-time Grammy nominee Sean Ardoin credits much of his development in college to his time in Tiger Band. He was a member of the LSU Drumline from 1988 to 1991.

Sean said that Tiger Band taught him perseverance and the importance of not being complacent. Practicing and performing with drum corps leaders and nationally recognized musicians reinforced his hard-work mentality. Sean still keeps up with his friends from Tiger Band and said that the relationships he formed have lasted the test of time.

"I wouldn't have traded the sweat and



Liked by lsu.tubas and 342 others

FEBRUARY 11

Add a comment...

Post



2020 UNIFORM MANAGER
FATIMA ORELLANA

RAZORBACK



E-PRESENCE & SOCIAL MEDIA

ACTIONABLE ITEMS

- **STUDENT SPOTLIGHTS**
- **REPERTOIRE PROGRAM NOTES**
- **ACCOUNT TAKEOVERS**
- **PREVIEW VIDEOS**
- **STAFF Q&A**
- **CONCERT PROMOS**
- **STUDENT-GENERATED CONTENT**
- **AUDIENCE ENGAGEMENT INITIATIVES**

CONCLUSION

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THANK YOU!