



International Clarinet Association:

DEIA Committee

* Diversity * Equity * Inclusion * Accessibility *

Together We See the Light

- Music programs should provide a safe space for all students.
- Make a difference by directly addressing your school districts systemic barriers within your own classroom.
- **DIVERSITY—**
 1. Provide representation for all of the student populations in your ensembles.
 2. Make sure that all student populations are present and active in the leadership roles that you provide.
- **EQUITY—**
 1. Create opportunities for less affluent students to get their own instruments before finishing your program.
 2. Have at least one ensemble that is not audition based. Run blind auditions. Do not engage in tokenism.
- **INCLUSION—**
 1. Create an environment where students feel safe speaking and making mistakes without negative consequences.
 2. Create mentor roles for older students and have them regularly work with younger students.
- **ACCESSIBILITY—**
 1. Revise course and program language to include basic principles of DEIA.
 2. Be the start of a new “pipeline” that leads to success and continuation of the study of music.

Members

- ✦ Catherine Wood, ICA president
- ✦ Natalie Szabo, DEIA chair
- ✦ Stefanie Gardner, past DEIA chair
- ✦ Tyler Mazone, member
- ✦ Christine Hoerning, member
- ✦ Other committee members

Our Mission:

The International Clarinet Association Diversity, Equity, Inclusion and Access Committee will support, advocate, promote and develop the ICA's commitment to nurturing an environment that celebrates equal opportunity for the members and discourages discriminatory practices and treatment. We foster an inclusive community that is representative of the diverse cultures, backgrounds and life experiences of our membership. We honor, represent and respect all clarinetists understanding that traits including race, ethnicity, religion, national origin, age, ancestry, education, neurodiversity, disability, status as a veteran, marital status, parental status, gender, sexuality, and genetic information provide unique perspectives of what it means to be a clarinetist and add immeasurable value to the global clarinet community. We support change and development for Diversity, Equity, Inclusion and Access for the global clarinet community. In accordance with our mission of inspiring, educating and serving the global clarinet community, we embrace individual differences and foster equity by eliminating barriers and welcoming new constituencies into the ICA.



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