

TOGETHER WE SEE THE LIGHT

INTERNATIONAL CLARINET ASSOCIATION DEIA COMMITTEE

Midwest Band and Orchestra Clinic; Friday, December 11, 2025, W182, 11:45-12:15

CATHERINE WOOD
ICA PRESIDENT

NATALIE SZABO
COMMITTEE CHAIR

STEFANIE GARDNER
PAST COMMITTEE CHAIR

TYLER MAZONE
COMMITTEE MEMBER

CHRISTINE HOERNING
COMMITTEE MEMBER



EQUITY

DIVERSITY

INCLUSION

ACCESSIBILITY

CLARINET.ORG

DIVERSITY

THE PRACTICE OR QUALITY OF INCLUDING INDIVIDUALS WITH A VARIETY OF BACKGROUNDS



- Provide representation for all of the student populations in your ensembles
- Make sure that all student populations are present and active in the leadership roles that you provide

E Q U I T Y

THE QUALITY OF BEING FAIR AND JUST IN A WAY THAT TAKES ACCOUNT AND SEEKS TO ADDRESS EXISTING INEQUALITIES



- Provide opportunity that allows all students to progress down a path to success and continuing with the study of music.
- Create opportunities for less affluent students to get their own instruments before leaving your program.
- Do not engage in tokenism.

INCLUSION

THE PRACTICE OR POLICY OF PROVIDING EQUAL ACCESS TO OPPORTUNITIES AND RESOURCES FOR PEOPLE WHO OTHERWISE WOULD BE EXCLUDED OR FURTHER MARGINALIZED.



- **Create an environment where students feel safe speaking and making mistakes without negative consequences.**
- **Create mentor roles for older students and have them regularly work with younger students.**

A C C E S S I B I L I T Y

THIS ENSURES THAT ALL PEOPLE REGARDLESS OF ABILITY CAN PARTICIPATE



- **Revise course and program language to include basic principles of DEIA and help provide support for your program.**
- **Be the start of a new “pipeline” that leads to success and the continuation of the study of music.**