

## INCLUSIVE EXCELLENCE IN THE COLLEGE OF MUSIC

The University of Colorado Boulder's College of Music is committed to [inclusive excellence](#) in teaching, research, performance and creative activity, and co- and extra-curricular programming. We believe that excellence and inclusion are measures that should be equally promoted by faculty, staff and students through their teaching, research and creative work, service and public outreach; and we recognize that the goal of inclusive excellence requires continuous work and the ongoing engagement of the full College of Music community. The College of Music values diversity in race/ethnicity, gender, sexuality, nationality, age, religion, ability, veteran status, socioeconomic status, geography and perspective, as well as the many sounds, aesthetics and performance practices that shape the diverse musical worlds that we teach, create, and listen and respond to.

In 2020, our community of students, staff and faculty celebrated the 100<sup>th</sup> anniversary of the College of Music at the same time that we began a process of interrogation of the college's history regarding diversity, equity and inclusion, and consideration of how to incorporate equitable and anti-racist pedagogies and performance practices into our curricula and college culture and climate.

**We acknowledge** that we, like many schools of music, have utilized practices and policies of exclusion in the past and **we recognize** that inclusive excellence requires the dismantling of such barriers. **We commit** to building an equitable, inclusive and anti-racist College of Music community based on the principles of **transparency, accountability and long-term engagement and support**.

### **Goals + commitments**

In 2021, the College of Music created five task forces comprised of students, faculty, staff and engaged community members to set and prioritize goals for inclusive excellence in the areas of student success, performance and repertoire, curriculum, hiring practices and co-curricular activities. The full task force documents can be accessed [here](#). From this process we identified these primary goals:

**Goal #1: We commit to an ongoing process of work, reflection and education on the part of faculty, staff and students to build a more inclusive and equitable community. We will begin this process by committing to:**

1. Annual training for faculty and staff on Justice, Equity, Diversity and Inclusion (JEDI) issues and best practices.
2. Supporting the relevant recommendations for inclusive excellence in CU Boulder's Inclusion, Diversity and Excellence in Academics (IDEA) Plan, and identifying and working to remove structural impediments to their implementation.
3. Leveraging the College of Music's co-curricular programming to create conversations and education around issues of diversity, access, equity and social justice.

**Goal #2: Our efforts to recruit and retain faculty and staff will be guided by principles of inclusive excellence. We commit to:**

1. Examining and revising our recruitment practices to ensure that we are accessing and valuing a diversity of experiences and approaches.
2. Making inclusive excellence and JEDI principles a key part of hiring criteria.
3. Requiring training of all search committees on inclusive excellence as well as implicit bias.
4. Providing mentoring opportunities for faculty and staff.
5. Making inclusive excellence a key part of merit evaluation.

**Goal #3: We will actively seek to recruit a diverse community of student musicians and scholars in the College of Music and commit to creating a climate that supports student success and retention. We commit to the following first steps:**

1. We will identify barriers in the audition process and adjust requirements in repertoire, technical requirements, etc., to create a more equitable entrance process.
2. We will improve our tracking of student data to better understand the experience of underrepresented groups in the College of Music, and how to improve their experiences and bolster their success.
3. We will create new sources of funding that allow us to directly support students from underrepresented groups.

**Goal #4: We will continuously work to create a College of Music culture that reflects the diversity of musics and musicians in the United States, and this will be reflected in our performances and programming. These efforts will be supported by:**

1. A commitment to acquiring and making accessible additional resources and musical scores through a joint partnership between the College of Music, the Howard Waltz Music Library and the American Music Research Center.
2. Improving access and education for audience members through digital programs.
3. A sustained effort from the studio level to large ensembles to include works by underrepresented composers as part of our standard repertoire.

**Goal #5: We will support inclusive excellence through a curriculum that recognizes and values the diversity of musical practices and experiences present in the classroom, and that exposes students to a wide range of musical histories, styles and cultures, including those that have historically been underrepresented in institutional music curricula. We commit to change that is systemic, rather than performative, and which aims to:**

1. Achieve a diverse representation across the curriculum through study of works by underrepresented composers, and incorporating a wider variety of musical genres and styles into our curriculum, including the cultural aspects of these repertoires.

2. Create more inclusion of racial and social justice topics across the undergraduate and graduate curricula to encourage critical thinking around race, gender, sexuality, ability and equity, vis-à-vis music, society and the canon.
3. Examine our degree requirements for structural barriers and adding increased flexibility for students whose interests lie in a wide variety of musical traditions.