

Purdue Bands and Orchestras

Diversity, Inclusion and Anti-Racism Action Plan

DEPARTMENT STATEMENT

The faculty and staff of Purdue Bands & Orchestras seek to create a safe, inclusive, and welcoming environment for all students – today and always, but we recognize we have work to do. We must do all we can to address instances of discrimination, racial disparity and unfair practices and promote equity and inclusion. This begins with having honest conversations, exploring our implicit/explicit biases, and developing a plan of action and accountability. As we actively explore ways to increase outreach and confront systemic barriers that materialize due to racism and discrimination at Purdue University, we will continue to listen and learn. Purdue Bands & Orchestras stands against racism and hate. We stand with minority populations, the Black community of Purdue and communities of color. And we are committed to change. In June of 2020, our department began a serious dialogue on the stand we must take to combat racism within our corner of Purdue. Our faculty and staff met throughout the summer to create an action plan. This action plan is a working document, which will be updated frequently. We share your concerns and pledge to create an environment in Purdue Bands & Orchestras where our students of minority are free from the pain of violence and racial injustice.

KEY INITIATIVES

1. **Reporting incidents of acts of discrimination, harassment and racism:** Purdue Bands and Orchestras faculty and staff encourage students to freely report incidents of discrimination, harassment and racism to the Vice President for Ethics and Compliance and the Office of Institutional Equity. The OIE works with the Purdue University community in implementing and upholding policies and practices that are consistent with federal and state mandates as well as existing University policies regarding equal access, equal employment and educational opportunity for all persons, without regard to race, religion, color, sex, age, national origin or ancestry, marital status, parental status, sexual orientation, gender identity, gender expression, genetic information, disability, or veteran status.

Use this link to report an incident:

https://cm.maxient.com/reportingform.php?PurdueUniv&layout_id=37&_ga=2.220552664.1738988239.1597845796-1009765816.1570714826

2. **Volunteer Management Team:** Purdue Bands & Orchestras is currently home to seven Volunteer Management Teams. These teams are made up of student volunteers who care deeply about the daily operations and future of Purdue Bands & Orchestras. Without these teams, our department could not exist at the highest standard of excellence. A new VMT has been launched to help deal with issues of Diversity, Inclusion and Anti-Racism. This new VMT is led by faculty member Jarrard Harris and provides an opportunity for students to engage in open and free discussions concerning issues of diversity and inclusion and will help guide next steps to create a welcoming environment for all students within Purdue Bands and Orchestras.
3. **Purdue Bands and Orchestras Council:** Purdue Bands and Orchestras will establish Bands and Orchestras Council in the spring of 2021, made up of students from every area of the department-marching band,

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concert bands, orchestras, jazz bands and auxiliaries. This organization will be led by the Al G. Wright Chair of Purdue Bands and Orchestras, Professor Jay Gephart, and will provide an open forum for the discussion of topics and issues facing the department. These students can serve as a liaison between the council and their respective ensembles. Interested students can reach out to their respective ensembles directors to express an interest.

ACTION PLAN – RECRUITMENT AND OUTREACH, STUDENT SUCCESS, EXTERNAL RELATIONS AND UNIVERSITY/COMMUNITY PARTNERSHIPS

Recruitment and Outreach

1. **On-Campus Recruitment Events (Purdue’s for Me, Introducing Purdue, Fall Preview Days):** All campus recruitment events are held on weekdays. Purdue Bands and Orchestras will offer regular virtual experiences to increase accessibility to those who are unable to attend on-campus recruitment days or events.
2. **“Explore Purdue”:** “Explore Purdue” is a recruitment event designed for minority students, grades 7-11, and is typically held on a Saturday. Purdue Bands and Orchestras will develop an afternoon event/tour in conjunction with the “Explore Purdue” programming schedule, including the involvement of faculty as well as student ambassadors to offer an equitable experience as compared to other Purdue recruitment programs.
3. **Recruitment Print Materials (department brochures, small ensemble brochures, GPA/Stats card, social media card, BoilerMusicMaker):** Purdue Bands and Orchestras will include all regular procedures but will make a concerted and deliberate effort to reach out to directors in historically underserved districts. Our intent is to provide Purdue Bands and Orchestras materials for students within those districts, send targeted mailings to each school and extend an invitation to set up a virtual recruitment event including our PBO Recruitment Specialist, PBO student ambassadors and students from the targeted high school. The goal is to increase accessibility to and awareness of Purdue University, and Purdue Bands and Orchestras
4. **Recruitment Travel:** Purdue Bands and Orchestras will establish a yearly plan for recruitment travel. These trips will align with Purdue University sponsored “Boilermaker Bound” events around the country but will also involve visits by the PBO Recruitment Specialist to targeted high school band and orchestra programs in historically underserved areas.
5. **Purdue Jazz Festival:** Purdue Bands and Orchestras will seek out donors to cover entry fees for historically underserved schools who might wish to attend the Purdue Jazz Festival but don’t have the financial resources to pay the entry fee.
6. **Partners in Music Education:** Purdue Bands and Orchestras will set aside resources from the Partners in Music Education Endowment to partner with more historically underserved high school band and orchestra programs throughout the state of Indiana. This will include performances by Purdue ensembles at the respective high schools as well as clinics by Purdue faculty and staff.

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Student Success

1. **Student Volunteers:** When seeking student volunteers to assist with departmental projects, Purdue Bands and Orchestras will reach out to students in a more equitable manner, rather than relying on a select few individuals to continually represent the PBO student body. PBO will seek out new voices/input whenever project assistance is needed, avoiding favoritism
2. **Learning Community Seminars:** Purdue Bands and Orchestras will evaluate the current LC curriculum and implement cultural competency, anti-racism, and diversity topics into the seminar rotation, including student's personal reflection.
3. **Personal Pronouns:** To create an inclusive atmosphere, Purdue Bands and Orchestras will encourage personal pronouns be shared where applicable within the department.
4. **Encourage Students:** Purdue Bands and Orchestras will develop and communicate a clear process for students to report acts of discrimination and/or harassment.
5. **Volunteer Management Teams:** With the help of faculty advisors, VMT recruitment efforts will be conducted in a way that makes all students feel welcome and included.

External Relations

1. **Public Relations:** Continue efforts to seek approval from students before using their image in promotional materials.
2. **Diversity, Inclusion and Anti-Racism Action Plan:** Purdue Bands and Orchestras will publish or post the Diversity, Inclusion and Anti-Racism Action Plan and will readily share our plan with alumni, donors, students, prospective students and friends of the department.
3. **Mission Statement:** Purdue Bands and Orchestras will evaluate our mission statement to make sure it is representative of ALL students within the department. The current mission statement can be viewed at <https://www.purdue.edu/bands/aboutus/>

University and Community Partnerships

1. **Student Life Team:** The Student Life Team, part of the Purdue Bands and Orchestras Volunteer Management Team, will explore an early intervention partnership between the United Way after-school or day camp program and other PBO organizations (KKP, TBS, other VMT's, Ambassadors, and Learning Community) increasing awareness and access to arts education. Additional community partnerships may include Boys & Girls Club, YMCA and Safe Harbor.
2. **Vice President for Diversity and Inclusion:** Purdue Bands will reach out to our new Vice President for Diversity and Inclusion, Dr. John Gates as a resource for recruitment initiative, which foster inclusion within the Purdue community.

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3. **Cultural Centers:** Purdue Bands and Orchestras will continue seeking partnerships with the cultural centers on campus. The department will work with the various cultural centers to advertise concerts and activities to BCC constituents and will reciprocate by advertising various cultural center events, both internally and externally, to PBO patrons

ACTION PLAN – DONOR RELATIONS AND STEWARDSHIP

1. **Donor Visits:** Advancement and Development professionals representing Purdue Bands and Orchestras will talk freely with alumni and donors about the department’s Diversity, Inclusion and Anti-Racism Action Plan and will communicate feedback and concerns back to the department.

ACTION PLAN – “ALL-AMERICAN” MARCHING BAND AND AUXILIARY AUDITION PROCESS

“All-American” Marching Band - Recruiting Potential Leaders

1. **End of Semester Student Leader Evaluations:** At the end of the fall semester, all marching band students anonymously complete a recommendation form, where they recommend top candidates for the next year’s leadership team. Students also can provide names of their peers whom they feel would not be suitable for a leadership position and are encouraged to provide a rationale for the recommendation. Those numbers are tallied, and provided to the faculty/staff. The actual forms are also viewable by faculty/staff to read any written comments. Purdue Bands and Orchestras will now **require** negative comments be backed by a written assessment in order to be considered valid and will consider requiring students to put their own name to the evaluation forms.
2. **Student Leader Music Audition:** Purdue Bands and Orchestras will move away from a general comment/rubric type of audition scoring system and implement an error count system (“tick system”). This system eliminates a great deal of subjectivity and equalizes the audition for all candidates.
3. **Selection and Announcement of Leaders:** Faculty and staff who oversee each section consider all facets of the audition process before making a recommendation for the positions of section and rank leaders. These recommendations are then reviewed and approved by the Director(s) of the AAMB. After completion of this phase of the audition, faculty and staff members meet with these new leaders to get additional recommendations for assistant rank leader positions. Faculty and staff provide their own recommendation to the Director(s) of the AAMB for approval, and those positions are then announced. Purdue Bands and Orchestras will require faculty and staff to put in writing why each student was or was not selected. As part of the department’s commitment to its’ educational mission, faculty and staff will provide feedback to any student who requests it.

“All-American” Marching Band – Music and Marching Audition Process

1. **Music Audition Process:** The music audition process used by Purdue Bands and Orchestras is fairly standard across high school and university band programs; however, there is a potential for bias if a candidate feels the faculty or staff member was not evaluating fairly. To eliminate some degree of bias, Purdue Bands and Orchestras will require one student leader be present with each faculty or staff member to serve as a non-evaluating assistant. We are aware bias may subconsciously occur. Candidates

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are always welcome and encouraged to submit complaints if they feel a faculty or staff member was not evaluating fairly. Consequently, Purdue Bands and Orchestras will require one student leader to be present with each faculty...This will help eliminate bias during the audition process.

2. **Marching Audition Process:** Students learn Purdue marching techniques from their student leaders throughout the week of Band Camp and are evaluated on an ongoing basis by the student leadership team (primarily) and faculty/staff (secondarily). Purdue Bands and Orchestras will require faculty and staff to take the lead in evaluating student marchers in their primary section. Daily documentation of each student's progress must be maintained by faculty and staff and by the student leadership team.
3. **Selection of Membership:** The faculty/staff must have much greater involvement in the entire week's teaching processes. They must aggressively learn names and faces, and provide written feedback on each candidate on an ongoing basis. Membership decisions must originate with faculty/staff, and the announcement of membership must fall on them. The current use of the ambiguous category of "attitude" on the assessment form will be refined so it is not discriminatory.

"All-American" Marching Band – Auxiliary Units Audition Process

1. **Recruitment:** Recruiting for all auxiliary units is done by social media/web presence, targeted recruiting at regional and national competitions, and word of mouth. Purdue Bands and Orchestras will continue the current practice, and will make a deliberate effort to reach out to specific schools with underrepresented student populations, particularly those that may not have the funds available to attend national and regional competitions.
2. **Pre-Audition Process:** The Purdue Twirler audition program requires submission of an audition video in order to be invited to a live audition. These videos are vetted by members of the auxiliary staff and by the Director(s) of the AAMB. The Golduster Dance Team holds a pre-audition workshop between one and two months prior to the live audition, allowing prospective students to meet staff and leaders and work on refining skills before the live audition. There is no pre-audition activity for the Golden Silks Color Guard. Purdue Bands and Orchestras will continue the current practice for Twirler video pre-auditions and will continue the current practice of hosting a pre-audition workshop for Goldusters, with the inclusion of a "virtual" option for those not able to attend live. PBO will also consider adding a "virtual" pre-audition workshop for the Golden Silks Color Guard.
3. **Audition Applications:** Students are currently required to submit an online application, providing personal professional data. Also required is a "head shot" of the candidate. Purdue Bands and Orchestras will do a thorough evaluation of the application and will immediately eliminate any requirement for students to provide a photo.
4. **Live Audition Attendance:** In all cases, students perform a live audition for the auxiliary coaches and representatives of the AAMB faculty. Students are asked to demonstrate an established set of skills individually and in groups. For the Goldusters and Golden Silks, students must come to campus having learned set routines from videos provided by auxiliary staff. In addition, all units include demonstration of a routine taught at the audition itself. In extremely rare cases, a "virtual" audition is allowed for the Golduster Dance Team and Golden Silks Color Guard. Twirler candidates, however, must attend a live audition to be considered. Purdue Bands and Orchestras will consider allowing a live "virtual" audition for Goldusters and Golden Silks, where students can demonstrate skills on camera in real time. This type of audition may be impossible for the solo twirler auditions where such a tremendous amount of floor and ceiling space must be seen. All auditions (virtual and live) must be documented for future review when needed.

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5. **Selection of Membership:** To eliminate any perception of bias, Purdue Bands and Orchestras will eliminate the phase of the audition where students make introductory remarks about themselves. Each student will be given an audition number and will be known throughout the process by that number. A panel of auxiliary staff members and outside experts in the field will evaluate the auditions with the support of the Director(s) of the AAMB. Other Purdue Band and Orchestra faculty will not be involved in the audition process. A common rubric will be used for all auditions, and judges will be required to provide written comments. These comments will be made available to students upon request following the announcement of the results. Documentation must be made throughout the audition process and kept that by the Director of Auxiliaries for further discussion and debate. This will include collecting all adjudication sheets, keeping minutes of discussions, or some combination of the two.

Athletic Bands/Pep Bands-Audition Process

1. Purdue Bands and Orchestras will assign a student volunteer to assist each faculty or staff member with the management of auditions.

ACTION PLAN – CONCERT BAND/ORCHESTRA/JAZZ BAND AUDITION PROCESS

1. **Music Audition Process:** The music audition process used by Purdue Bands and Orchestras is fairly standard across high school and university band programs; however, there is a potential for bias if a candidate feels the faculty or staff member was not evaluating fairly. We are aware that bias may subconsciously occur. Candidates are always welcome and encouraged to submit complaints if they feel the faculty or staff member was not evaluating fairly. Consequently, Purdue Bands and Orchestras will require one student volunteer to be present with each faculty...This will help eliminate bias during the audition process.
2. **Audition Anxiety:** Purdue Bands and Orchestras acknowledges students may and can get scared when auditioning for faculty. Faculty will take candidates' anxieties and fears into consideration when evaluating students' auditions. Faculty members will do everything possible to address students' fears and will help relieve the pressures of auditioning.
3. **Feedback:** PBO will require faculty to write comments during each audition and provide feedback if requested by a student. All auditions will be recorded by the student assistant.
4. **Faculty Audition Assignments:** Purdue Bands and Orchestras will rotate faculty audition responsibilities to insure students do not audition in front of the same faculty member semester and semester.
5. **Comprehensive Audition Process:** Purdue Bands and Orchestras will use a consistent timeline for all auditions. There will be no separate audition schedule for students interested in top ensembles.

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ACTION PLAN – PROGRAMMING

- 1. Diversity and Inclusion in Programming:** Purdue Bands and Orchestras will provide diversity in programming by including compositions by living composers, women composers, works by composers from underrepresented racial, ethnic or cultural heritages and works by LGBTQ composers. Conductors will strive to look at a complete season's programming with an eye toward achieving these diversity goals. The department will be open to students' recommendations when selecting and reaching out to guest artists, and when considering compositions to play in various Bands and Orchestras ensembles.
- 2. Guest Artists:** Purdue Bands and Orchestras will seek guest artists who represent diversity, including female performers as well as guest artists of color.