



2023 National Collective for Musical Pathways Census Report



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About the National Collective for Musical Pathways

MISSION

The National Collective for Musical Pathways is an alliance of rigorous pre-college music training programs that provide opportunities to, remove barriers from, and accelerate progress of BIPOC (Black, Indigenous, and People of Color) classical musicians.

VISION

We believe in a world where pathways graduates are irrefutably competitive and prepared to thrive in leading collegiate programs that prepare them for a sustainable performing career.

VALUES

Respect • Equity • Collaboration • Solutions • Change

National Collective for Musical Pathways Members (as of August 31, 2023)

- Atlanta Symphony Orchestra Talent Development Program, TDP (Atlanta, GA)
- Baltimore Musical Pathways Initiative, BMPI (Baltimore, MD)
- Bridge to Equity and Achievement in Music, BEAM (Boston, MA)
- Montclair State University Cali Pathways Project (Montclair, NJ)
- Chicago Musical Pathways Initiative, CMPI (Chicago, IL)
- Cleveland Institute of Music Musical Pathway Fellowship (Cleveland, OH)
- Nashville Symphony's Accelerando (Nashville, TN)
- Philadelphia Music Alliance for Youth Artists' Initiative, PMAY (Philadelphia, PA)
- Project STEP (Boston, MA)
- The Primavera Fund (Philadelphia, PA)
- Washington Musical Pathways Initiative, WMPI (Washington, D.C.)
- Youth Orchestra San Antonio Rising Star Fellows, YOSA (San Antonio, TX)



What is a Pathways Program?

Pathways programs offer comprehensive support for pre-college musicians from historically underrepresented backgrounds. The earliest Pathways programs have existed for over 30 years, while new programs continue to emerge across the country. These programs come in many shapes and sizes, but there are key elements that are embedded within each program.

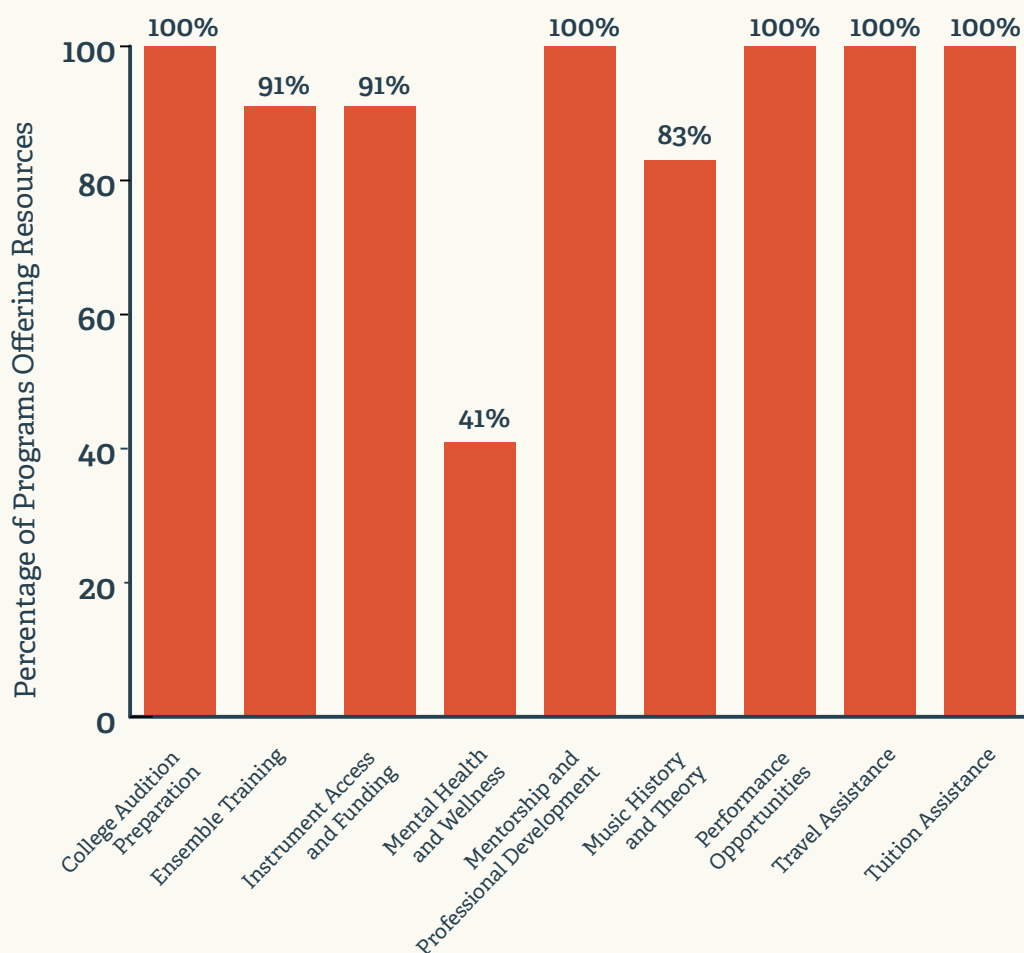
Equity Arc unites these programs through the National Collective for Musical Pathways and completed the first-ever Pathways Census with the 12 member programs that joined in the 2022-23 school year. This report shares an overview of Pathways programs, common themes shared between programs, and considerations for existing and prospective Pathways administrators to reflect upon.

Program Components

The program components list was based on a survey that was shared with members of the Collective. We asked each program to share the level of support provided in the following areas:

- College Audition Preparation
- Ensemble Training
- Instrument Access and Funding
- Mental Health and Wellness
- Mentorship and Professional Development
- Music History and Theory
- Performance Opportunities
- Travel Assistance
- Tuition Assistance

Here are the findings:



Key Takeaways:

College Audition Preparation: All programs ensure fellows are prepped to be extremely competitive for collegiate music study. This preparation includes mock auditions, college prep courses, consultation with families, financial support for pre-screening recordings, and covering fees for travel to auditions.

Ensemble Training: Most programs include chamber music and large ensemble training as part of a Pathways fellow's development. This is offered either through an in-house program or with local partner programs.

Instrument Access and Funding: Nearly all programs provide resources for Pathways fellows to access an instrument. Most offer funding that helps students purchase an instrument while others have instruments available for loan.

Mental Health and Wellness: Psychological and behavioral preparation is a key area of support needed for classical musicians to thrive. Five out of 12 Pathways programs offer mental health and wellness support for students, some on an as-needed basis and others embed the topic into programming.

Mentorship and Professional Development: These offerings are individualized based on the

program and student needs. It can include regular advisory meetings with program managers and families, mentor meetings, and engagement with guest artists and faculty.

Music History and Theory: These classes are offered by most Pathways programs to equip students with a foundational understanding of classical music.

Performance Opportunities: All Pathways programs ensure students have performance opportunities through recitals, juries, and masterclasses.

Tuition Assistance: This includes assistance with private lessons, summer study, and youth orchestra ensembles. Each program prioritizes private music study with an experienced music professional.

Travel Assistance: This primarily includes travel for college auditions, summer music study, and Equity Arc's National Pathways Festival Orchestra. Funding for travel is often provided on an as-needed basis while some programs offer a travel stipend for high school students.

Student Expectations

With a significant amount of resources offered by Pathways programs, we asked what is expected from students in Pathways programs.

Based on responses from the Census, Pathways fellows are expected to:

- Attend events, recitals, and concerts and write reports on experience
- Perform in juries, recitals, and mock auditions
- Practice regularly and attend weekly private lessons
- Attend summer music programs
- Commit to the program and its mission, for some this includes majoring in music in college

Family Engagement

We found that Pathways fellows spend an average of **4 hours per week** in Pathways-related programming, in addition to individual practice, ensemble playing, and private lessons. This is not just a commitment for the musicians, but also their families. We asked how Pathways programs engage with families to make sure they are equipped to support their musicians' journey.

Family engagement in Pathways includes:

- Regular meetings with families, offering individualized advising as needed
- One-on-one advisory meetings to discuss the fellow's progress in Pathways programs
- Community gatherings for Pathways families to connect with each other

In addition to those engagements, one Pathways program has a mentor program that works with both students and families. Another program has parental council members on the Board of Directors.

The Cost of Pathways

Although the above resources are offered at little to no cost to Pathways fellows, Pathways programs cost a significant amount to operate effectively.

Here is a snapshot of what it costs to run a Pathways program:

- The **average operating budget** of Pathways programs is **\$497,398.79**, the highest budget is \$921,690 and the lowest budget is \$104,535.
- The **top five expenses** of Pathways programs (excluding staff) are:
 - Private lessons
 - Tuition for ensemble, summer study, and school-year programming
 - Instruments, Music Equipment, and Repairs
 - External contractors (guest artists, accompanists, clinicians, consultants)
 - Travel for summer programs, college auditions, and the National Pathways Festival
- It costs an average of **\$9,478.70** to support one Pathways fellow per school year.

Accomplishments of the National Collective for Musical Pathways

In the fall of 2022, Equity Arc launched the National Collective for Musical Pathways, an alliance of rigorous pre-college music training programs committed to removing barriers and accelerating the progress of BIPOC musicians. This was a culmination of roundtable conversations at the 2022 Youth in Music Summit in Chicago.

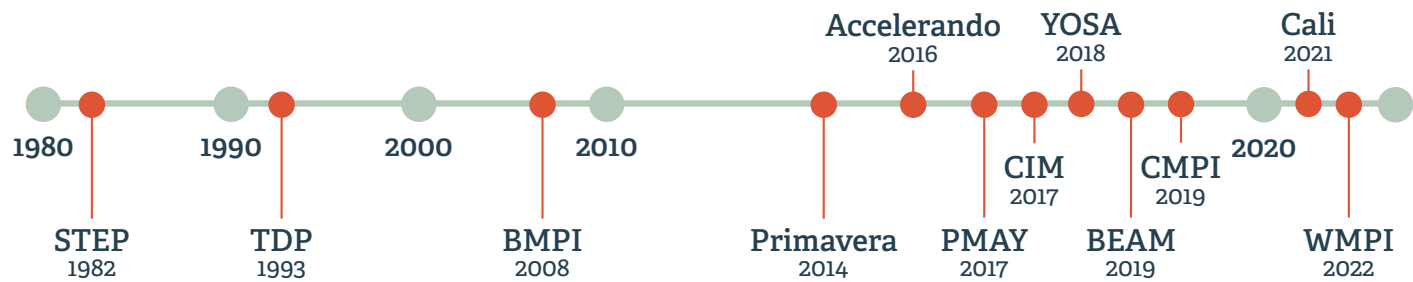
This diverse group of programs across the nation creates opportunities to share insights, learn from each other, and develop collective initiatives to advance equity in classical music.

Initiatives & Achievements

- **Funding:** Over the past decade, the Andrew W. Mellon Foundation supported the launch of a number of pre-college pathways programs across the United States. After that funding cycle ended, the Paul M. Angell Family Foundation stepped in to create a special funding stream for Pathways Programs, providing a total of \$1.8 million in multi-year operating support for 8 Collective members—championing the sustainability of Pathways programs.
- **National Pathways Festival:** 40 musicians from Pathways programs across the country traveled to Cincinnati to perform in the inaugural National Pathways Festival Orchestra. This transformative experience included opportunities to play side-by-side with the Cincinnati Symphony Orchestra under the leadership of Maestro Kevin John Edusei, perform mock auditions for distinguished collegiate faculty, and connect with peers from similar cultural backgrounds.

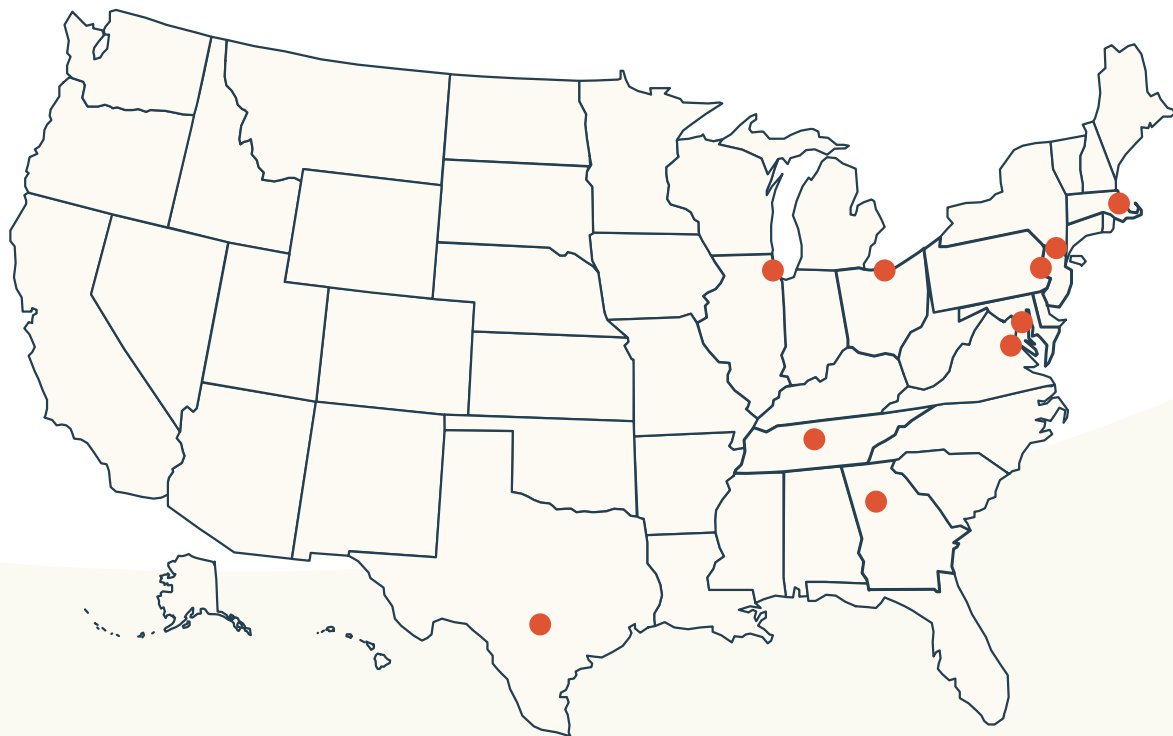
Pathways Collective History

Here is a timeline of when each program in the Collective began.



Pathways Collective Geography

Here is a breakdown of the locations of each Pathways program.



- Atlanta, GA
- Baltimore, MD
- Boston, MA (2)
- Chicago, IL
- Cleveland, OH
- Montclair, NJ
- Nashville, TN
- Philadelphia, PA (2)
- San Antonio, TX
- Washington, DC

FY23 Pathways Constituency Groups

371 fellows were enrolled in the 2022-23 school year. Here is the breakdown of fellows by constituency group.

Percentages are rounded to the nearest whole number

Instrument

Winds: 16%

- Flute: 7%
- Oboe: 3%
- Clarinet: 3%
- Bassoon: 3%

Brass: 16%

- Trumpet: 4%
- French Horn: 3%
- Trombone: 7%
- Tuba: 2%

Strings: 66%

- Violin: 32%
- Viola: 13%
- Cello: 15%
- Bass: 6%

Percussion: 4%

Grade Level

- 7th: 5%
- 8th: 11%
- 9th: 15%
- 10th: 20%
- 11th: 23%
- 12th: 26%

Race

- Asian or Pacific Islander: 10%
- Black or African American: 37%
- Hispanic or Latine: 35%
- Native American or Alaskan Native: <1%
- White or Caucasian: 3%
- Multiracial or Biracial: 14%

Gender Pronouns

- he/him: 51%
- she/her: 47%
- they/them: 2%

Pathways Class of 2023

94 musicians graduated from Pathways programs in May 2023. 88% of those graduates went on to study music in college.

2023 Pathways alumni study at the following campuses:

- Berklee School of Music/Boston Conservatory (2)
- Boston University
- Carleton College
- Cleveland Institute of Music (4)
- Columbia University
- Curtis Institute of Music (2)
- DePaul University (2)
- Eastman School of Music (3)
- Fisk University
- George Washington University
- Georgia Institute of Technology
- Indiana University
- Ithaca College
- Johns Hopkins University Peabody Institute (2)
- Juilliard School (5)
- Lehman College
- Manhattan School of Music
- Montclair State University (13)
- New England Conservatory
- Northern Illinois University
- Oberlin Conservatory
- Rice University Shepherd School of Music (2)
- Rutgers University
- SUNY Fredonia
- SUNY Potsdam
- SUNY Purchase
- Syracuse University (2)
- Temple University (3)
- The College of New Jersey
- Tufts University
- University of Cincinnati College-Conservatory of Music
- University of Delaware (2)
- University of Georgia
- University of Illinois at Chicago
- University of Illinois at Urbana-Champaign (2)
- University of Louisville
- University of Maryland at College Park (3)
- University of Miami Frost School of Music
- University of Missouri-Kansas City Conservatory of Music and Dance
- University of Texas at Austin (2)
- University of Texas at San Antonio
- University of the Arts
- University of Virginia
- Vanderbilt University Blair School of Music (3)
- Wellesley College
- Yale School of Music (2)

Pathways Program Profiles

Nashville Symphony's Accelerando



Nashville
Symphony

LOCATION: Nashville, TN

LAUNCH DATE: September 2016

TUITION COST: \$0

AVERAGE NUMBER OF FELLOWS PER YEAR: 24

TOTAL NUMBER OF ALUMNI: 14

KEY PARTNERS:

- Vanderbilt University Blair School of Music
- Tennessee Youth Symphony

PROGRAM OVERVIEW

Accelerando provides a range of support and opportunities for their fellows. They provide financial support in the shape of instrument loans, summer festival funding, college application and audition travel support, instrument supplies and musical materials, travel and transportation support, and much more. They also provide experienced mentorship for their students as they develop through the program. This mentorship includes topics like scheduling, planning, college, financial aid, and essentially any need that is identified among their students. Finally, Accelerando offers a rich season of programming for their students that engages them and helps them make connections throughout the field. This programming includes theory and youth orchestra opportunities for their growth.

"It has been wonderful to meet members of the collective and talk about best practices for success."

—Phillip Ducreay, Nashville Symphony Education & Community Engagement Program Manager

Baltimore Musical Pathways Initiative



LOCATION: Baltimore, MD

LAUNCH DATE: Fall 2008

TUITION COST: Scholarshipped for Tuned-in & BMPI students

AVERAGE NUMBER OF FELLOWS PER YEAR: 15

TOTAL NUMBER OF ALUMNI: 15

KEY PARTNERS:

- Peabody Institute of the Johns Hopkins University
- Baltimore School for the Arts
- Baltimore Symphony Orchestra OrchKids Program
- Washington Musical Pathways Initiative (WMPI)

PROGRAM OVERVIEW

Baltimore Musical Pathways Initiative provides private lessons, group classes, large ensembles, and summer programming opportunities in-house and serves as students' access point to high-level, fully-encompassing music education programming.

"As an administrator, it's a huge benefit to share space with like-minded administrators to discuss best practices for the field as a whole, learn about the national advocacy being done, and speak to colleges and orchestras about how they can be more receptive to our work."

—Mateen Milan, Tuned In & Baltimore-Washington Pathways Administrator

Boston BEAM



LOCATION: Boston, MA

LAUNCH DATE: September 2019

TUITION COST: Varies by program with 50% scholarship minimum

AVERAGE NUMBER OF FELLOWS PER YEAR: 47

TOTAL NUMBER OF ALUMNI: 18

KEY PARTNERS:

- Project STEP
- Boston Youth Symphony Orchestra
- New England Conservatory Preparatory
- Boston Symphony Orchestra

PROGRAM OVERVIEW

Boston BEAM provides musical, financial, and mentorship support for instrumentalists from historically underrepresented backgrounds. They offer private lessons, ensemble and chamber music training, music theory and musicianship courses, instrument rentals, travel and tuition assistance, and performance opportunities for their fellows.

“I have found great value in being able to connect with a diverse range of individuals who play critical roles in music education. The networking opportunities have been invaluable, enabling me to share insights and ideas with like-minded professionals who are dedicated to promoting musical pathways.”

—Sheila Esquivel, Director of Boston BEAM

Cali Pathways Project



**MONTCLAIR STATE
UNIVERSITY**

John J. Cali School of Music

LOCATION: Montclair, NJ

LAUNCH DATE: April 2021

TUITION COST: \$0

AVERAGE NUMBER OF FELLOWS PER YEAR: 40

TOTAL NUMBER OF ALUMNI: 42

KEY PARTNERS:

- New Jersey Symphony

PROGRAM OVERVIEW

Cali Pathways Project is determined to overcome the barriers that can prevent underserved students from realizing their full musical potential, allowing them to pursue a career in music if they so choose. By providing a suitable instrument, access to high-level instruction, extra-curricular opportunities, and more, all at no cost —students from underserved backgrounds will benefit from the mentorship of Cali School faculty & alumni to receive all that the School of Music has to offer.

"We have benefited from the advice and experience of more established Pathways programs when we initially launched, and appreciate the connections made at the Convening to further the conversation with other managers when questions arise."

—Tomoko Fujita, Cali Pathways Project Coordinator

Chicago Musical Pathways Initiative



LOCATION: Chicago, IL

LAUNCH DATE: September 2019

TUITION COST: \$0

AVERAGE NUMBER OF FELLOWS PER YEAR: 69

TOTAL NUMBER OF ALUMNI: 45

KEY PARTNERS:

- Merit School of Music
- Chicago Symphony Orchestra
- Chicago Youth Symphony Orchestras
- Ravinia Festival
- DePaul University

PROGRAM OVERVIEW

CMPI offers ongoing musical evaluation and feedback through semiannual juries and advisories, as well as financial support towards expenses associated with musical training—including instrument purchases, private lessons, summer camp tuition, and college applications. They offer a network of supportive adults—private teachers, student navigators and mentors—who work together to ensure that the student and their parents/caregivers have the support and knowledge necessary to progress in their musical training. CMPI provides performance opportunities in the form of monthly recitals, as well as exposure to information about the field of classical music in the form of monthly community meetings, career workshops, and masterclasses with guest artists and lecturers.

"We have benefitted from opportunities for closer collaboration with our pathways colleagues from around the country. We have also benefitted from the Common Application for Summer Study, which has made it easier for our students to attend summer programs."

—James Hall, Project Director

Cleveland Institute of Music Fellowship



LOCATION: Cleveland, OH

LAUNCH DATE: September 2017

TUITION COST: Academy Tuition: \$0, Private Lessons range from \$1200-4500 per semester

AVERAGE NUMBER OF FELLOWS PER YEAR: 24

TOTAL NUMBER OF ALUMNI: 10

PROGRAM OVERVIEW

The Cleveland Institute of Music's Fellowship provides a comprehensive curriculum through the Academy. This includes private lessons, core musicianship, ensembles, performance practice, college prep support, and additional support as needed for students to thrive.

"The primary benefit thus far is the opportunity to connect with my colleagues around the country who are doing this same kind of work. They all have such great insight and experience which help us all improve the experience for our students."

—Jennifer Call, Associate Dean of Preparatory & Public Programs

Philadelphia Musical Alliance for Youth (PMAY)

LOCATION: Philadelphia, PA

LAUNCH DATE: January 2017

TUITION COST: \$0

AVERAGE NUMBER OF FELLOWS PER YEAR: 41

TOTAL NUMBER OF ALUMNI: 50

KEY PARTNERS:

- Settlement Music School
- PYO Music Institute
- Philadelphia Sinfonia Association
- Temple University Music Prep
- Musicopia
- Project 440
- Philadelphia Orchestra Fellowship



philadelphia music
alliance for youth

artists' initiative

PROGRAM OVERVIEW

PMAY supports 5th-12th graders from communities that are historically excluded on the symphony orchestra stage and those who encounter hardships to realize their musical potential and ultimately pursue their dreams of becoming professional classical musicians. The PMAY Artists' Initiative offers students financial support to make lessons, music classes, youth orchestra participation, and summer music camps affordable. Students will be able to attend free college and career preparation workshops, and PMAY teachers and staff will work with each family to make sure each musician has a strong plan to be accepted into a music conservatory, college or university music school majoring in music.

"It is refreshing to engage with staff from around the country towards a common goal. I would love to go more in-depth about the work of the pathways program with our collegiate partners."

—Najib Wong, Director of PMAY

Primavera Fund



LOCATION: Philadelphia, PA

LAUNCH DATE: January 2015

TUITION COST: \$0

AVERAGE NUMBER OF FELLOWS PER YEAR: 16

TOTAL NUMBER OF ALUMNI: 26

KEY PARTNERS:

- Brevard Music Center
- The Norman Holland Hull Instrument Library
- Kinhaven Music School
- Interlochen Center for the Arts
- Philadelphia Youth Orchestra Music Institute

PROGRAM OVERVIEW

Primavera provides comprehensive mentoring and funding—generally all musical activities, supplies, and related costs are covered, including instruments. They also offer seminars, masterclasses, and musicianship development.

"It's really wonderful to meet and network with other organizations who are doing similar work. All organizations need help to workshop ideas, hear what has worked in other places, and share where the challenges are."

—Molly M. Bidlack Bean, Development Director

Project STEP

LOCATION: Boston, MA

LAUNCH DATE: September 1982

TUITION COST: \$350

AVERAGE NUMBER OF FELLOWS PER YEAR: 55

TOTAL NUMBER OF ALUMNI: 64

KEY PARTNERS:

- New England Conservatory
- Boston Symphony Orchestra
- Local Boston Public Schools
- The following partners provide tickets, performance opportunities, and/or masterclasses with visiting artists:
 - Celebrity Series of Boston
 - A Far Cry
 - Winsor Music
 - Rockport Music (Shalin Liu Performance Arts Center)
 - Emmanuel Music
 - Castle of Our Skins
 - Longwood Symphony
 - Ashmont Chamber Music



PROGRAM OVERVIEW

Spending up to 12 years in Project STEP, their students are challenged to achieve and maintain high levels of musicianship. The perseverance, social and leadership skills, self-discipline, confidence, problem-solving, and strong work ethic they develop in the process will prove to be invaluable in their future musical and non-musical pursuits.

"Having our students meet others from Pathways programs across the country has been incredible. It's also been wonderful to connect and network with other program leaders since many of us are facing the same problems, so it's nice to speak with others who may have solutions."

—Dr. Ian Saunders, Artistic Director

Atlanta Symphony Orchestra Talent Development Program

LOCATION: Atlanta, GA
LAUNCH DATE: September 1993
TUITION COST: \$0
AVERAGE NUMBER OF FELLOWS PER YEAR: 25
TOTAL NUMBER OF ALUMNI: 150



PROGRAM OVERVIEW

The Talent Development Program sponsors music lessons with members of the Atlanta Symphony, provides performance experience and coaching for recitals, and provides music jury evaluations to keep track of their student's progress on their individual instruments. They also provide tuition assistance to summer music programs for better learning and musical growth and development.

"The Collective provides another outlet for program managers, student musicians, and parents to interact more frequently with their counterparts across the country and expose these programs and other orchestral and arts organizations to each other bringing more awareness about pathway training programs and their purpose addressing the needs of pre-collegiate music students."

—Ryan Walks, Talent Development Program Manager

Washington Musical Pathways Initiative



LOCATION: Washington D.C.

LAUNCH DATE: September 2022

TUITION COST: \$0

AVERAGE NUMBER OF FELLOWS PER YEAR: 26

TOTAL NUMBER OF ALUMNI: 10

KEY PARTNERS:

- DC Youth Orchestra Program
- Levine Music
- Kennedy Center/National Symphony Orchestra

PROGRAM OVERVIEW

Washington Musical Pathways Initiative is a talent development program for musicians in grades 8-12 from communities that have been historically excluded from classical music and want to pursue advanced studies in music. WMPI provides comprehensive musical support, including full scholarships for weekly private lessons and participation in the DC Youth Orchestra Program, funding for instruments, financial support for summer music opportunities, mentorship, workshops in college and career preparation, and more unique opportunities for dedicated young musicians on their personal musical journeys.

"Through Equity Arc, we advocate for financial assistance for our students to attend summer programs, an equalizing opportunity for developing musicians to immerse themselves in music study. Additionally, we look forward to opportunities to learn and grow together through such topics as DEIA, trauma-informed practice, and social-emotional learning."

—Jamila Tekalli Hanner, Artistic Director

Youth Orchestras of San Antonio Rising Star Fellows



LOCATION: San Antonio, TX

LAUNCH DATE: August 2018

TUITION COST: \$0

AVERAGE NUMBER OF FELLOWS PER YEAR: 17

TOTAL NUMBER OF ALUMNI: 8

KEY PARTNERS:

- San Antonio Philharmonic
- SOLI Chamber Ensemble
- Agarita

PROGRAM OVERVIEW

YOSA Rising Star Fellows offers mentoring and resources to young musicians of color, maximizing their musical potential and preparing them for placement in top university music schools and conservatories. In addition to financial assistance for youth orchestra tuition, summer camps, and private lessons, fellows also receive ongoing career/college advisement, access to masterclasses and workshops, ticket discounts for local concerts, and performance opportunities.

"I enjoy attending Equity Arc events and discussing our shared practices in the field of pathway programs. At every event, I learn from my colleagues about potential resources and opportunities YOSA can provide for our Fellows to further prepare them for postsecondary music programs and beyond."

—Sara Vicinaiz, Director of Student Experience

Considerations for the Field

- Certain pathways programs have dedicated staff assigned whose full-time role is administrating the program. Programs that do not have this full-time staff have less of a capacity for the individualized attention that sets these programs apart, and in turn, these programs can offer fewer services and programming.
- Program size varies depending on several factors including sustainability of funding, staff capacity, and infrastructure.
- More established Pathways programs, (for example, Atlanta Symphony Orchestra's Talent Development Program) have graduated alumni whose careers are actively having an impact on the field of classical music. This further proves the efficacy of Pathways work and bodes well for future classes graduating each year, and transferring to high education institutions. In addition to enjoying successful and vibrant performing careers, many alumni of pathways programs are shaping the field through designing and administering new programs and organizations that build equity and meaningful representation.
- Pathways programs primarily serve students in middle and high school, however, some are expanding to educate students earlier in their studies. There is a consensus that starting students in Pathways programs earlier in their education is a positive choice, and will allow more time for musical and extramusical skills to develop more fully by high school graduation.
- Pathways programs benefit from being integrated within their home institutions. Programs with institutional support, and aligned institutional values (i.e. mission and vision statements) have more access to funding and can efficiently serve more families.
- Partnerships with local music programs, educational institutions, and other community partners help to grow programming and expand resources for students and families.
- There is consensus that mental health is a primary concern for Pathways stakeholders across the arc. While programs have engaged experts through programming and offered other external services, there is a recognition that mental health supports are a potential area for growth.
- Concerning recruitment, the programs have commonly identified potential fellows in four ways; feeder and partner music programs, public school partnerships, word of mouth with community members, and social media or email communications.

