



# National Pathways Festival & Summit

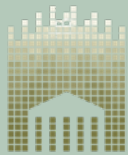
April 6–8, 2024 / Nashville, TN



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## PAUL M. ANGELL FAMILY FOUNDATION



Nashville Symphony

Schermerhorn Symphony Center

We are grateful to the Paul M. Angell Family Foundation for their support of Equity Arc and sponsorship of the National Pathways Festival and Summit.

We are grateful to the Nashville Symphony for their partnership in the planning and execution of the National Pathways Festival and Summit.

Special thanks to Kimberly McLemore, Maestro Giancarlo Guerrero, the Blair School of Music at Vanderbilt University, and the musicians of the Nashville Symphony.

Photography by LeXander Bryant and Kurt Heinecke

# Letter from Equity Arc

Dear Friends,

Thank you for joining us for an incredible weekend of music, strategy, and collaboration! Our time together in Nashville has once again demonstrated that when we work collectively, we create tangible impact and move the needle of equity in the field. Strategic discussions with attendees expanded our insights into both new and existing challenges, and we are encouraged by the eagerness to stay connected and work collaboratively.

This past year has presented new challenges. The environment in which we all operate continues to be uncertain and external factors have compounded the difficulty of making systemic change. These challenges have underscored the importance of collaboration and connection and despite the uncertainty, our members and partners have remained constant in their commitment to our mission. We are inspired by the willingness to collaborate, and we recognize the importance of our role in convening the voices in our field to extend and amplify impact.

Each year, the Fellows selected for the Pathways Orchestra demonstrate their incredible talent. They are insightful, inquisitive, and passionate about their craft. This year, we engaged a small group of Fellows to lend their voices to the planning process. In addition to shaping the Fellows' opportunities to build and strengthen their peer networks, our interns refined skills that will continue to serve them as they navigate the journey to our field's professional stages.

In her keynote address, Monica Ellis shared powerful words about the importance of pursuing your dreams and staying loyal to your unique voice. It is a privilege to create experiences that empower these young musicians to grow and to build the personal and professional relationships that will support their next steps. We are excited to expand these opportunities through our new partnership with the United States Marine Band.



In Nashville, our Fellows had the incredible experience of working closely with Maestro Giancarlo Guerrero who led all rehearsals and shared his time and stories with the Fellows and their families. Maestro Guerrero set high standards for the Fellows, challenging and inviting them to tap into the deepest musical depths and achieve the highest artistic levels. The final performance was a testament to this collaboration's spirit, the impact of pathways programs, and the truly inspiring level of talent of our Fellows.

Our deepest gratitude goes to the Nashville Symphony for their wholehearted embrace of this program and for their partnership in planning and executing this event. The Symphony's approach to this partnership reinforced the essential role that professional institutions have in mentoring the next generations. Our Fellows had the remarkable opportunity to play in sectionals led by principal musicians, learn in rehearsals, and perform alongside the Symphony musicians. Experiencing Adolphus Hailstork's *An American Port of Call* and Shostakovich's Fifth Symphony performed by nearly 120 musicians was powerful. We are so proud of the Fellows in the Pathways Orchestra for their accomplishments, and we can't wait to see what they accomplish next.

We are excited to welcome you all back to Chicago, April 4-6, 2025, for our Annual Convening where we are partnering with the Chicago Symphony Orchestra to present the Pathways Orchestra. We are energized to build upon the foundations that we collaboratively established with you over the past few years, and we look forward to continuing to work together to achieve the progress necessary for our field to thrive.

Sincerely,

A handwritten signature in black ink, appearing to read 'Stanford Thompson', written in a cursive style.

Stanford Thompson, Executive Director  
Equity Arc

# Equity Arc Pathways Orchestra

The Equity Arc Pathways Orchestra consists of pre-college musicians from historically underrepresented cultural backgrounds in Pathways programs nationwide. In its third iteration, 59 fellows were selected through a competitive audition process to travel to Nashville for this transformative musical experience. Fellows had the opportunity to learn from professional musicians, network with institutional leaders, serve as ambassadors of Pathways programs, and meet peers with similar cultural backgrounds from across the country.

Each year, Equity Arc incorporates fellow and administrator feedback to improve the festival experience. New additions in this year's experience included the creation of an internship program for Pathways Orchestra fellows, significant participation from the host symphony's artistic leadership, enhanced engagement with a local university, curation of cultural activities, the production of a college fair, and increased interaction between fellows and summit attendees.

Creating forums for fellows to share their perspectives with summit attendees remains a priority. This year's fellow panel was curated and facilitated entirely by the musicians. Fellows shared their experiences participating in Pathways programs, navigating classical music, and their hopes for the field's future. Highlighting the fellows' voices helps to ensure that the impact of equity work and its importance in our next steps are centered in working group discussions.

Equity Arc emphasizes soliciting feedback from our fellows and partners to ensure that we are continually evolving and that our programs are adjusted to meet the needs of our participants. After our convening in Cincinnati, Fellows expressed an interest in gaining arts administration skills by working on projects to support the festival. This led to our creation of a paid internship program that offered select fellows an opportunity to strategize, create, and lead festival activities. They used their skills to curate team-building activities, content, and the fellow panel.

*"The most valuable part of my experience was getting to work with fellow interns as a team in ways that benefited the entire festival and learning a little bit of what it means to put on an event like this."*

*—Natalia Noriega, Chicago Musical Pathways Initiative fellow*



Nashville Symphony's artistic leadership played a key role in advancing the festival experience. Music Director Giancarlo Guerrero led each rehearsal in addition to the performance, and Nashville Symphony musicians led sectionals and played side-by-side with the Pathways fellows. This level of investment created a unique, transformative, and unforgettable musical experience for the fellows.

***"Working with Maestro and the Nashville Symphony was one of the greatest opportunities and greatest experiences I have ever been a part of. Working with professional musicians and getting to ask them questions to help us on our journeys, learning about their experiences, and overall augmenting each other is something I am so grateful to have received."***

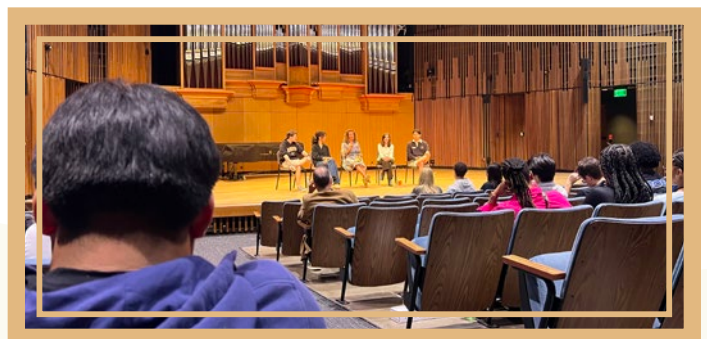
***—Nihar Bhavsar, New World Symphony College Track Mentorship Program fellow***

In between rehearsals, fellows toured Vanderbilt University Blair School of Music, where they observed a student rehearsal, listened to a panel by current students, had a meal at the dining facilities, and toured campus with a guide. These experiences help expose students to the realities of being a music major in college and explore the possibility of attending a school like Vanderbilt.



***"My favorite part has to be touring Vanderbilt and seeing the eclipse at the same time; it helped me understand what my future as a music student might look like in the context of being surrounded by fellows I know I'll be seeing throughout my career as a musician."***

***—Natalie Huang, Colburn School Herbert Zipper Scholarship***



Fellows also had the opportunity to visit the National Museum of African American Music. This experience enriched their musical education as they learned about the history and impact of Black American Music, from early beginnings of American music and blues traditions to contemporary R&B and hip-hop musical forms.



*“You get to travel to a new city, see and play with old friends from other programs, meet new musicians of color, and play amazing repertoire under the baton of an amazing conductor. You also get to explore a new city. 10/10 would recommend”*

*—Jean-Caleb Belizaire, Boston BEAM*

Convening attendees and fellows from prior years expressed a desire to have increased engagement with each other during the summit. In Nashville, fellows attended panels by Pathways alumni, collegiate admissions representatives, and their pathways peers. They also shared two joint meals with administrators. These interactions allow administrators to connect further with the fellows and hear about their experiences, and the fellows to learn about experiences across the country and receive advice for their musical journey.

*“I love how the students and the administrators all come together for a shared conference experience - this aspect is important and helps keep the work focused on our students.”*

*—Walter Bitner, Richmond Symphony Administrator*



Through the Equity Arc Pathways Orchestra, we feature the talents of a large pool of emerging BIPOC musicians and provide professional development opportunities. The growing number of Pathways programs and Pathways Orchestra alumni over the past three years has created greater opportunities to evaluate the current program structure and ensure that we achieve our goals. Over the next year, Equity Arc will work closely with the National Collective for Musical Pathways to determine how this initiative can evolve to maximize impact.

## Roundtable Conversations Synthesis

Throughout the summit, attendees participated in focused roundtable conversations exploring practical ways to advance equity in classical music. These groups were separated by area of focus: Pathways managers, Pathways CEOs, Colleges, Summer Study Programs, Philanthropists, and Parents (Family Engagement). Each group discussed topics relevant to their area of influence, building on themes from the previous convening and discussions that emerged throughout the year. The depth and specificity of the action items following these conversations varied based on the group's level of collaboration with Equity Arc.

## National Collective for Musical Pathways

Established in 2022, the National Collective for Musical Pathways is Equity Arc's first national collective. This group consists of the program administrators who operate Pathways programs and work collaboratively to share information and resources, strengthening the pathways approach and relationships across the country. The summit provided an opportunity for these administrators to connect in-person and discuss key areas of support to help advance the Collective.

Program managers oversee the day-to-day operations of Pathways programs. They work tirelessly with students, families, partners, and teachers to ensure both program and student success. Program managers are accustomed to taking a collaborative approach at the local level, making a national collective a natural next step.

Program managers who are members of the Pathways Collective are uniquely positioned to speak to the benefits of participating in a collective and provide important feedback about the approach and practices. Program managers shared that the collective approach has given them access to shared learning, best practices,





aggregate data, and stronger external relationships. The collective framework allows new ideas to emerge and Equity Arc to work to support the group's needs.

Without a designated space for information sharing, Pathways programs can easily operate in siloes. The monthly Pathways manager virtual meetings and digital messaging channels provide key opportunities to foster communication and collaboration. This shared learning model allows managers to ask and answer questions related to Pathways programs. This leads to developing considerations for Pathways programs, ultimately resulting in best practices.

While each program has unique needs, there are clear areas of overlap that distinguish Pathways programs from other equitable music training programs. Codifying best practices creates alignment for Pathways initiatives nationwide by outlining shared values, procedures, and program components. Equity Arc is working closely with the Pathways Collective to generate best practices to improve existing programs and inform newer programs.

Accessing aggregate data helps paint a larger picture of national impact. The Pathways Census offers an overview of how Pathways programs across the country operate and invest in their fellows. This data helps programs seek additional funding and prospective programs understand the necessary components of Pathways programs.

The collective approach provides opportunities to develop and strengthen relationships with funders, alumni, and institutions at different Arc stages. External stakeholders appreciate the chance to connect with more programs and students through collectives. This has been demonstrated through the \$1.8 million in general operating support granted to eight collective members by the Paul M. Angell Family Foundation. Alumni are encouraged to stay connected with a wider group of musicians as they enter the next stage of their musical journey. Institutions are incentivized participate in offerings like the College and Summer Study Fair and the Common Application for Summer Study.

Program managers also shared ideas for the future of the Collective. These ideas included:

- Developing a mentorship program for established Pathways programs to mentor newer ones
- Creating an alumni or staff navigator position at colleges for Pathways students to receive continued mentorship
- Hiring a staff representative for each phase of the Arc
- Creating a database of shared resources
- Hosting an audition weekend where Pathways students and partner universities travel to one city to audition for multiple schools
- Raising the visibility of Pathways programs

# Summer Study

Equity Arc has had the privilege of working alongside some of the finest summer study programs over the past few years to design and refine the revolutionary Common Application for Summer Study. This initiative dismantles barriers to access, provides guidance and resources throughout the application process, and through the generosity of our partners, supports musicians as they take part in intensive, transformative study.

Summer Study is sometimes considered supplemental, but these opportunities are some of the most impactful; musicians can immerse themselves wholly in their study, learn from new mentors, and build new relationships. Summer Study condenses an entire year of learning into a few weeks. The rigor of these programs helps to prepare musicians for professional careers.

Summer Study is also unique in that programs exist for all phases of musical development and serve musicians throughout their journey.

In Nashville, we focused our conversation on the Common Application. What are ways that we can improve this initiative? How can Equity Arc support Summer Partners? What are the next steps in our work in this space?



## Finding the Right Match

Program fit and providing resources continue to be important considerations for success in summer study.

- Equity Arc can build even more comprehensive resources for summer study applicants. Creating a centralized hub of information and resources will benefit applicants and their families.
- We can also introduce more guiding questions to help musicians visualize themselves on campus and provide more information for musicians who have not participated in summer study programs before.
- Each Summer Study partner has a clear profile of a successful applicant that considers the number of years a musician has studied, the repertoire they have studied, and the musical experiences they have had. Collecting this information can provide greater understanding of whether a program will be a good match for a musician's goals.

## Family Counseling

For many families, summer study may be the first time that a student is away from home, and it can be challenging for families to be comfortable sending their children to a residential program.

- Equity Arc's role can include the cultural aspect of working with families. For some, the idea of sending their children away may be an atypical experience.
- Equity Arc has the unique benefit of having developed relationships with numerous pre-college programs. We can tap into these existing relationships to help connect representatives from summer study programs to families. Maximizing these relationships can provide broad benefits to partners and families alike.

## Building the Network

Building networks is beneficial for students, professional musicians, and institutions across the field.

- As musicians traverse the musical journey, the relationships that they have fostered throughout their development will play an important role. Peers that they meet will become professional colleagues, and professionals they work with may be the professor at a school where they hope to continue to their study or an important professional reference. In a small, interconnected field, the importance of relationships cannot be overstated.
- To help establish a broader peer network and provide an opportunity to build relationships, it was recommended that Equity Arc host accepted musician sessions ahead of each summer season.

## The Collective Model

The National Collective for Musical Pathways has demonstrated the impact of the Collective approach. Through our work in this space, Equity Arc has laid the foundations for additional National Collectives.

- Conversation about establishing a Summer Study Collective focused on the expectation, mission, and value of formalizing a group.
- The idea of a broad, simple mission that focuses on increasing access to and building meaningful diversity on summer campuses gained some traction.
- There was interest in data collection and how metrics can be effective in fundraising.
- Information sharing and collaboration were also noted as strengths of establishing a collective.
- Ultimately, there was consensus that a Collective could help to outline the purpose and value of summer study and membership in such a group would demonstrate a commitment to safe, holistic spaces where musicians are empowered to thrive. This also will necessitate developing a vetting process for partner programs.

# Philanthropy

In Nashville, Equity Arc had a unique opportunity to convene representatives from major national philanthropic institutions to explore ideas and opportunities. The relationship between philanthropic foundations and nonprofits is largely symbiotic. The work of organizations supports and exemplifies the strategic priorities and values of each Foundation, while Foundations offer the essential support that allows organizations to further their mission-oriented and strategic work. Through fortifying these relationships, there can be additional opportunity to maximize philanthropic impact and help to target resources.

The group explored different ways that funding practices could evolve to ensure responsiveness and nimbleness in a rapidly changing field. There was also discussion of the Paul M. Angell Family Foundation's special stream of multi-year general operating support for members of the National Collective for Musical Pathways. This one-time opportunity interceded to provide essential support for pathways work during a critical time. Weaving the impact of local work into a national context can tell a compelling story of pathways work on a larger scale, which in turn can open doors to new funding opportunities.

Equity Arc is inspired by philanthropic representatives' participation and by their willingness to discuss collaboration. We look forward to advancing these conversations, and to future opportunities to fortify the intersection of philanthropy and organizations.



# College & Conservatory

## A New Collaborative Initiative

While many young musicians navigate their early training and college audition process with the help of a private teacher or supported by staff in a youth music training program, many more families go through that process in isolation, making difficult decisions about the schools to which they will apply to and attend. Equity Arc is committed to providing information, access, and resources needed to inspire, educate, and prepare students to thrive in their post-secondary school musical pursuits.

As leading advocates in the pre-college space, Equity Arc and El Sistema USA have engaged in strategic conversations aimed at closing the information, access, and resource gap for pre-college musicians interested in pursuing music in their collegiate study. In Nashville, Equity Arc solicited feedback from collegiate representatives to explore the design of a programmatic initiative to empower pre-college musicians in their collegiate pursuits.

### Information

#### *Proposed Program Components*

- Participate in virtual and in-person informational presentations and one-on-one consultations
- Collect and curate information on colleges each year that puts all information into one branded format and is easily updated each year
- Meet annually and as needed to discuss the needs of fellows who are preparing for upcoming auditions and strategies to improve the initiative each year

Colleges noted that the information component is the most feasible to commit to immediately. The Equity Arc College and Summer Study Fair set a precedent for data collection as participating schools shared information on student demographics, financial aid, and resources for students of color on campus. This information was shared with Pathways fellows attending the event. Based on the collegiate perspective, Equity Arc and El Sistema USA collaborated to launch the Collegiate Access for Young Musicians webinar series to offer key information about the college audition process to prospective students.

### Access

#### *Proposed Program Components*

- Sponsor campus visits, providing access to staff, faculty, dorm, and dining facilities for a true multi-day college experience
- Provide opportunities and support to alumni of this initiative to interact with future Equity Arc and El Sistema USA cohorts on campus and in their local communities

The ability to accommodate each component of the campus visit varies from institution to institution. There are myriad logistical considerations that will need to be explored on an institutional level. Equity Arc will explore these possibilities further to develop an impactful and transformative experience for prospective students.

## **Resources**

### ***Proposed Program Components***

- Aspire to, or meet, a financial support pledge of meeting 100% of demonstrated need of accepted students or providing full need-based and merit scholarships to Equity Arc and El Sistema USA fellows
- Commit to holistically supporting the psychological, logistical, and behavioral needs of each student

Dedicating financial aid to Equity Arc and El Sistema USA member programs will vary from institution to institution. There are several budgetary and legal considerations that will impact the level of support each school could commit. Equity Arc will revisit this conversation to determine what could be feasible in this area.

Schools also recommended that Equity Arc and El Sistema USA offer partnering institutions guidance on how to support students while on campus to ensure the training is universal and thorough.

## **Establishing a Formal Collective for Collegiate Study**

Equity Arc has found significant success through creating a formal collective of members operating similar programs with shared components and goals.

In Nashville, collegiate representatives discussed what a collective in the collegiate space could look like. They determined that it is important to ensure there is alignment around the goals of the collective, who it aims to benefit, and which collegiate representatives should be involved. Equity Arc currently has strong partnerships with admissions professionals and faculty due to opportunities to connect with Pathways and pre-college students. The collective will provide an opportunity to engage additional areas of higher education including aspects related to retention and advancement.

# Family & Community Engagement

Each year, Pathways families share their unique perspectives and connect with each other at Equity Arc convenings. Families play a critical role in a musician's development, so their voices play a key role in Equity Arc's efforts.

Families shared that there is a need for a centralized hub of information about musical opportunities, including pathways programs, summer study, and colleges. Equity Arc is currently developing a database to meet this need.

They also discussed strategies to engage families effectively. These included meeting families where they are at, working with them to balance schedules and commitments, and educating them about their role in their child's musical development. There is interest in developing a mentorship program for parents or a parent group that meets regularly.

Equity Arc looks forward to expanding resources to help musicians and families navigate the classical music field.



# Cross-Arc

Administrators often hear perspectives from their own stage of musical development, but rarely have opportunities to connect with colleagues across the Arc. As an organization that serves all stages of musical development, Equity Arc reserved time for attendees to participate in “Cross-Arc” conversations. Topics for discussion included commitments to transparency, to transparency, supporting student transitions, representative who should attend future Equity Arc convenings, and how Equity Arc can provide support to institutions.

Many ideas were explored throughout these conversations, including the importance of a database to connect students with institutions, a Common Application for Collegiate Study, and creating a national alumni network.

Attendees agreed that it is imperative for decision-makers to be in the room, such as college deans, faculty, and CEOs. There is also interest in more representation from entry music programs, professional level organizations, and school districts.

## Looking Forward

Equity Arc convenings build upon conversations from the prior year. The Equity Arc team is encouraged to see the level of interest in forming collectives at different stages of musical development. Equity Arc is eager to play a role in developing these collectives and implementing the initiatives that emerge.

The National Collective for Musical Pathways and our partnership with leading summer study programs continue to serve as examples of the impact of collective action and collaboration. It only takes one person or organization to light a spark that spreads like wildfire.

Equity Arc members will play a key role in shaping the 2025 Annual Convening. This event will include representatives from all stages of development—when one first begins to play an instrument to the professional stages in the field.





# Equity Arc Pathways Orchestra Roster

## Violin I



**Miro Raj**  
*Philadelphia Music Alliance  
for Youth, Co-Concertmaster*



**Pedro Goutay**  
*Washington Musical  
Pathways Initiative,  
Co-Concertmaster*



**Aki Santibanez**  
*Chicago Musical Pathways  
Initiative*



**Ellisah Catten**  
*Baltimore Musical  
Pathways Initiative*



**Elvis Duarte**  
*Nashville Symphony  
Accelerando*



**Gabriel Vignon-  
Villani**  
*Project STEP*



**Javier Irizarry**  
*Chicago Musical Pathways  
Initiative*



**Natalie Huang**  
*Colburn School Herbert  
Zipper Scholarship*

## Violin II



**Yiguo Zhang**  
*Primavera Fund*

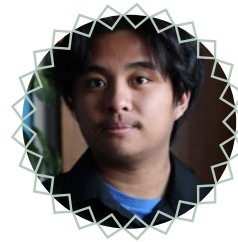


**Cyrano Jett  
Rosentrater**  
*Primavera Fund, Principal*

## Violin II Cont.



**Alba Gilabert-Reid**  
*Bridge to Equity and  
Achievement in Music and  
Project STEP*



**Andrei Nague**  
*Chicago Musical Pathways  
Initiative*



**Ayra Karlin**  
*New World Symphony  
College Track Mentorship  
Program*



**London Diggs**  
*Baltimore Musical  
Pathways Initiative*



**Nevaeh Bass**  
*Nashville Symphony  
Accelerando*



**Paloma Furst  
Chavira**  
*Chicago Musical Pathways  
Initiative*

## Viola



**Waverly Alexander**  
*Atlanta Symphony  
Orchestra Talent  
Development Program*



**Lucas Lauprasert**  
*Philadelphia Music  
Alliance for Youth,  
Co-Principal*



**Neena Agrawal**  
*Chicago Musical Pathways  
Initiative, Co-Principal*



**Dylan Gutierrez**  
*Atlanta Symphony  
Orchestra Talent  
Development Program*

## Viola Cont.



**Jean-Caleb Belizaire**  
*Bridge to Equity and  
Achievement in Music*



**Kiran Anderson**  
*Philadelphia Music  
Alliance for Youth*

## Cello



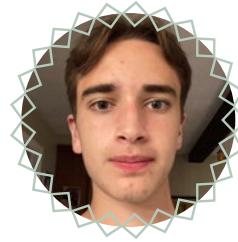
**Na'ilah Shahid**  
*Chicago Musical Pathways  
Initiative*



**Kwanyun Loo**  
*Philadelphia Music  
Alliance for Youth,  
Principal*



**Caleb Graupera**  
*Bridge to Equity and  
Achievement in Music and  
Project STEP*



**Gui Vignon-Villani**  
*Project STEP*



**Julio Martin-Navas**  
*Philadelphia Music Alliance  
for Youth*



**Lorenzo Ye**  
*Bridge to Equity and  
Achievement in Music and  
Project STEP*



**Lucas Das**  
*Washington Musical  
Pathways Initiative*

## Bass



**Kevin Porter**  
*New World Symphony  
College Track Mentorship  
Program, Principal*



**Aram Karpeh**  
*Philadelphia Music Alliance  
for Youth*



**Madalena Kozol**  
*Project STEP*



**Maereg Million**  
*Bridge to Equity and  
Achievement in Music and  
Boston Youth Symphony  
Orchestras Intensive  
Community Program*



**Travis Phillips**  
*Cleveland Institute of  
Music Musical Pathways  
Fellowship*



**Liliana Ortiz**  
*Philadelphia Music Alliance  
for Youth, Principal*

## Oboe



**Giovanni Sanchez**  
*Bridge to Equity and  
Achievement in Music and  
Boston Youth Symphony  
Orchestras Intensive  
Community Program*



**Aarushi Kumar**  
*Nashville Symphony  
Accelerando, Co-Principal*

## Flute



**Trinity Gabreylski**  
*Youth Orchestras of San  
Antonio Rising Stars,  
Co-Principal*



**Angel Reverol**  
*Nashville Symphony  
Accelerando*

## Clarinet



**Brahin Ahmaddiya**  
*Philadelphia Music Alliance  
for Youth, Co-Principal*



**Nihar Bhavsar**  
*New World Symphony  
College Track Mentorship  
Program, Co-Principal*

## Bassoon



**Dhiren Sivapala**  
*Bridge to Equity and  
Achievement in Music,  
Co-Principal*



**Fabrizio Milcent**  
*Chicago Musical Pathways  
Initiative, Co-Principal*

## Horn



**Austin Adaranijo**  
*Washington Musical  
Pathways Initiative,  
Co-Principal*



**Gui Cooper**  
*New World Symphony  
College Track Mentorship  
Program, Co-Principal*



**Christian Palacios**  
*Colburn School Herbert  
Zipper Scholarship*



**Julianna Ivette  
Perelez Ruiz**  
*Montclair State University  
Cali Pathways Project*

## Trumpet



**Alex Vinson**  
*Nashville Symphony  
Accelerando, Co-Principal*



**Natalia Noriega**  
*Chicago Musical Pathways  
Initiative, Co-Principal*

## Trumpet Cont.



**Erre Maqueos**  
*Colburn School Herbert  
Zipper Scholarship*

## Trombone



**Gabriel Silva**  
*Atlanta Symphony  
Orchestra Talent  
Development Program,  
Principal*



**Bernard Ekwuazi**  
*Nashville Symphony  
Accelerando Alum*



**Orlandis Maise**  
*Nashville Symphony  
Accelerando Alum*

## Bass Trombone



**Jake Sanchez**  
*Nashville Symphony  
Accelerando*

## Tuba



**Keith Holmes**  
*Play On Philly Marian  
Anderson Program*

## Percussion



**Rishab Jain**  
*Washington Musical  
Pathways Initiative,  
Principal*



**Kenneth Felton III**  
*Philadelphia Music  
Alliance for Youth*

## Harp



**Sydney Vance**  
*Philadelphia Music  
Alliance for Youth*



**Lea Kung**  
*Washington Musical  
Pathways Initiative*

# Congratulations Equity Arc Pathways Orchestra Class of 2024!

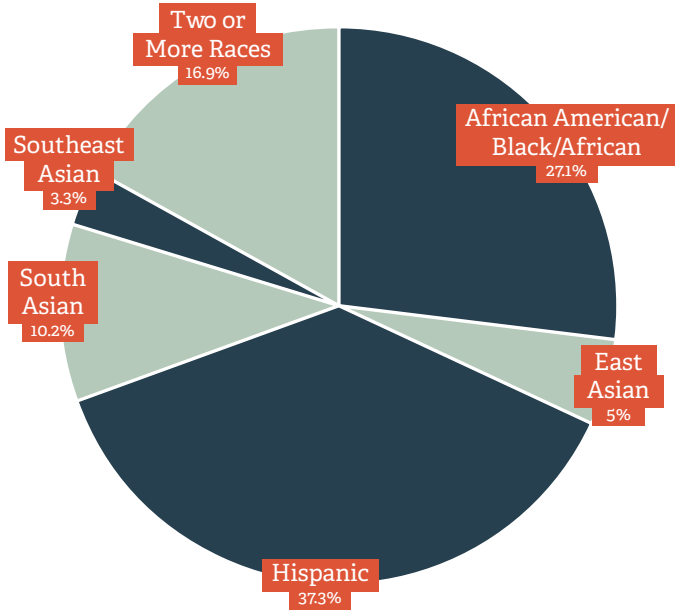
Fellows were accepted into over 60 colleges and conservatories  
across the country:

Baylor University  
Boston Conservatory at Berklee (2)  
Boston University (3)  
Brown University  
Case Western Reserve University  
Cleveland Institute of Music (6)  
Concordia University Montreal  
Curtis Institute of Music  
DePaul School of Music (2)  
Eastman School of Music (7)  
Florida State University (3)  
Fordham University  
Hartt School of Music - University of Hartford  
Harvard College  
The Jacobs School of Music: Indiana University  
Bloomington  
The Juilliard School  
Loyola University Chicago  
Loyola University New Orleans  
Lynn Conservatory  
Manhattan School of Music (3)  
Mannes School of Music - The New School (2)  
Middle Tennessee State University  
Montclair State University  
McGill University  
Nazareth University  
New England Conservatory (2)  
New York University  
Northeastern University  
Northern Illinois University  
Northwestern Bienen School of Music  
Oberlin College and Conservatory  
Peabody Institute (4)  
The Pennsylvania State University  
Purdue University  
Redlands Conservatory  
Shepherd School of Music at Rice University  
Roosevelt University  
Schreiner University  
Sewanee University of the South  
Southern Methodist University  
Stanford University  
Stetson University  
Temple University (3)  
Tennessee Tech  
Texas A&M Kingsville  
Texas State University  
UMass Amherst (2)  
University of Cincinnati College-Conservatory of Music  
University of Delaware  
University of Illinois Urbana-Champaign  
University of Mary Hardin Baylor  
University of Maryland (3)  
University of Memphis  
University of Miami (3)  
University of Michigan (4)  
University of Missouri Kansas-City  
University of North Texas (2)  
University of Rochester  
University of Southern California Thornton School of  
Music  
University of South Florida  
University of Tennessee, Knoxville  
University of Texas at Austin  
University of Texas at San Antonio  
University of the Incarnate Word  
University of Toronto

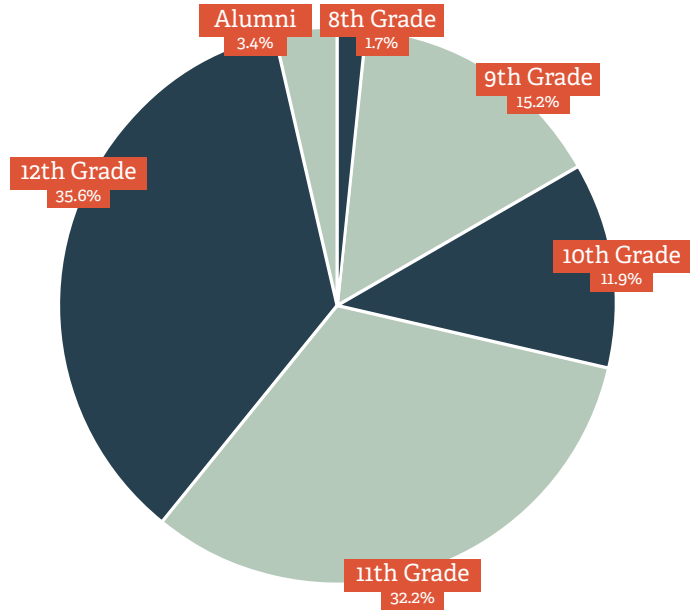
# Pathways Orchestra By the Numbers

The Equity Arc Pathways Orchestra featured 59 musicians from 15 Pathways programs across the country

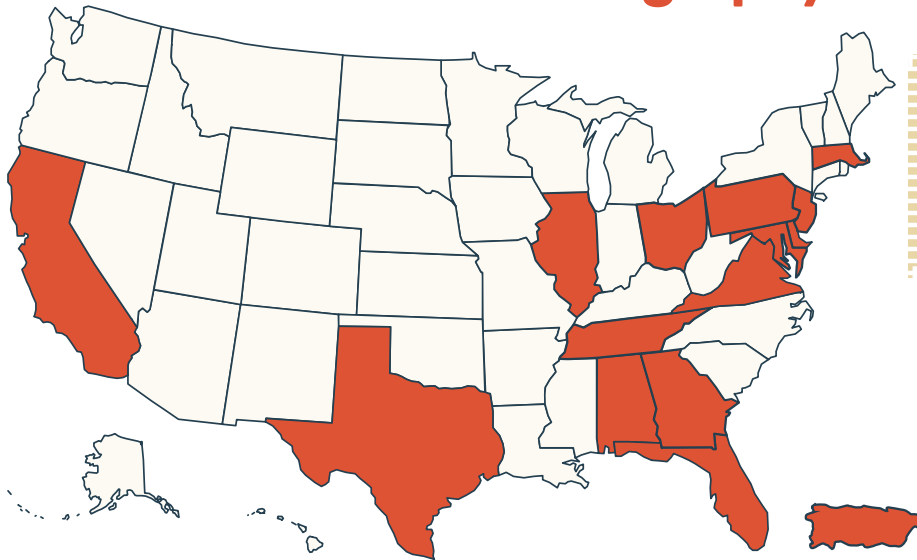
## Race



## Grade Level



## Geography



### Pathways Program Cities

Atlanta, GA	Montclair, NJ
Boston, MA (3)	Nashville, TN
Chicago, IL	Philadelphia, PA (3)
Cleveland, OH	San Antonio, TX
Los Angeles, CA	Washington, DC
Miami, FL	

### Ohio

- Pepper Park

### Pennsylvania

- Abington
- Drexel Hill
- Lansdale
- Philadelphia (5)
- Rydal
- Wynnewood

### Puerto Rico

- Caugas

### Tennessee

- Hendersonville
- Nashville (5)
- Portland
- Smyrna

### Texas

- San Antonio

### Virginia

- Mclean (2)

### California

- Arcadia
- Los Angeles
- Van Nuys

### Delaware

- Wilmington

### Florida

- Delray Beach
- Homestead
- Miami
- Riviera Beach

### Georgia

- Buford
- Milton
- Suwanee

### Illinois

- Chicago (5)
- Highland Park
- Park Forest
- Skokie

### Massachusetts

- Andover (2)
- Boston
- Jamaica Bay
- Quincy
- Roslindale
- Stoughton
- Wayland
- Wellesley
- Weston

### Maryland

- Baltimore
- Chevy Chase
- Clarksville
- Hanover
- Laurel

### New Jersey

- Cherry Hill
- Egg Harbour Township



# Senior Update

Here are the next steps for these young musicians, and how Pathways impacted their musical development.



## Aarushi Kumar

*Nashville Symphony's Accelerando*

Next Step: University of Southern California

Major: Flute Performance and Neuroscience

*"The festival was an amazing way to get a taste of what pursuing a higher form of education in music may look like as well as connecting me with current professionals in the industry whose advice has been more than helpful for figuring out what I want to do with my future."*



## Alex Vinson

*Nashville Symphony's Accelerando*

Next Step: Middle Tennessee State University

Major: Trumpet Performance

*"The Festival has provided me with excellent, challenging orchestral experience and connected me with peers that I may collaborate with in the future."*



## Aram Karpeh

*Philadelphia Music Alliance for Youth Artists' Initiative*

Next Step: Peabody Institute  
Major: Double Bass Performance

*"PMAY has helped me to develop skills crucially needed to excel in this industry. It has also provided me with many opportunities that significantly improved myself as a musician, and person, holistically."*



## Austin Adaranijo

*Washington Musical Pathways Initiative*

Next Step: Juilliard School  
Major: French Horn Performance

*"Pathways has given me things to practice for and has prepared me to thrive in the music world. It has provided me with lessons, masterclasses, professional orchestral experiences, and other unique performance opportunities."*



## Caleb Graupera

*Project STEP & Boston Youth Symphony Orchestra Intensive Community Program*

Next Step: Harvard College  
Major: Government

*"The festivals in Cincinnati and Nashville truly were some of the most formative experiences of my musical career - not just in how high the level of musicianship was, but also in the networking and leadership opportunities offered."*



## Christian Palacios

*Colburn Herbert Zipper Scholarship*

Next Step: Indiana University  
Major: French Horn Performance

*"The Colburn Herbert Zipper Scholarship has allowed me to study music in an environment with amazing faculty and facilities, where there is always someone to be inspired by. It has also given me opportunities like playing in orchestras, solo recitals, and chamber music."*



## Elvis Duarte

*Nashville Symphony's  
Accelerando*

Next Step: Middle Tennessee State  
University  
Major: Violin Performance

*"I would not be near the level  
I am without this program.  
Everything I've achieved  
has been because of the  
Accelerando program and the  
teacher they provided for me."*



## Gui Cooper

*New World Symphony College  
Track Mentorship Program*

Next Step: University of Michigan  
Major: Horn Performance

*"Working with a great  
conductor like Giancarlo  
Guerrero and great musicians  
showed me what college and  
beyond will offer, and the  
passion to get better."*



## Jake Sanchez

*Nashville Symphony's  
Accelerando*

Next Step: University of Memphis  
Major: Music Education

*"Accelerando helped me define  
expectations for my future  
in playing and cleared all of  
my confusion with beginning  
college as a music major."*

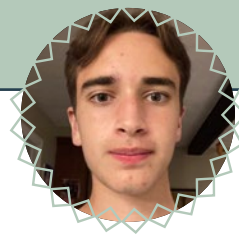


## Fabrizio Milcent

*Chicago Musical Pathways  
Initiative*

Next Step: Eastman School of Music  
Major: Bassoon Performance

*"Because of my time with  
CMPI, I have been given the  
resources and help required to  
guide me in the right direction  
for college, and for my future."*



## Gui Vignon-Villani

*Project STEP*

Next Step: McGill University



## Javier Irizarry

*Chicago Musical Pathways  
Initiative*

Next Step: Northwestern University  
Major: Violin Performance

*"CMPI really helped to keep  
my progress and practice  
routine very organized. My  
pathway program also gave  
me plenty of performance  
opportunities that gave me  
confidence that I will be able  
to take with me to college."*



## Jean-Caleb Belizaire

*Boston BEAM*

Next Step: Boston University  
Major: Viola Performance

*"My Pathways program offering a music college counselor was really helpful for me because it would be challenging going through that process with my high school's limited resources."*



## Kwanyun Loo

*Philadelphia Music Alliance for Youth Artists' Initiative*

Next Step: Curtis Institute of Music  
Major: Cello Performance

*"The Pathways program allowed me to meet like-minded peers."*



## Lucas Das

*Washington Musical Pathways Initiative*

Next Step: Brown University  
Major: Cello Performance and Engineering

*"The opportunities to hear from college students, as well as the masterclasses and musical opportunities have been helpful."*



## Julianna Ivette Perelez Ruiz

*Cali Pathways Project*



## London Diggs

*Baltimore Musical Pathways Initiative*



## Lucas Lauprasert

*Philadelphia Music Alliance for Youth Artists' Initiative*

Next Step: Peabody Institute  
Major: Viola Performance

*"Being a part of PMAY has helped me to prepare for my next step through its juries, workshops, masterclasses, and by writing reports on performances, which in turn have helped me to broaden my view of the music industry and to explore all the options that are available for me."*



## Nati Noriega

*Chicago Musical Pathways Initiative*

Next Step: Eastman School of Music  
Major: Trumpet Performance

*"I feel pathways programs helped me with the resources and skills I needed to get the best offer possible and relationship with the admissions officers."*



## Pedro Goutay

*Washington Musical Pathways Initiative*

Next Step: Rice University  
Major: Violin Performance

*"Washington Pathways has helped me in every aspect from providing funds for private lessons and audition travel, but also creating an intensive working environment full of performing opportunities, masterclasses, and workshops."*



## Trinity Gabreylski

*Youth Orchestras of San Antonio Rising Stars*

Next Step: Southern Methodist University  
Major: Music Therapy and Music Performance

*"Being in a pathways program helped me financially with growing my musical skills by providing me with lessons, chances to perform, the opportunity to play in an orchestra environment, and to network with musicians from the San Antonio Texas area! It has also opened a door for me to meet people from all over the US! I was able to learn and grow a lot, and now I will be able to share it with kids who are just like me!"*



## Nihar Bhavsar

*New World Symphony College Track Mentorship Program*

Next Step: University of Miami  
Major: Clarinet Performance

*"My pathways program has helped me in so many ways that I am forever grateful for. On top of the many guest workshops and access to funds, the faculty and fellows have given me so much knowledge on moving forward not only for college, but also for the professional music world."*

# Summit Attendees

**Adam Calus**

New England Conservatory, Director of Partnerships and Expanded Education

**Adrienne Harding**

University of Delaware, Music Admissions Program Coordinator

**Adrienne Thompson**

Merit School of Music, VP Enrollment and Student Services

**Alejandra Valarino Boyer**

Ravinia Festival, Director, Ravinia Steans Music Institute

**Alex Aranzabal**

New England Conservatory, Student and Pathways Orchestra Alum

**Alexandria Russell**

Boston Symphony Orchestra, Interim VP of Education & External Engagement

**Angela Hamilton**

Washington Musical Pathways Initiative, Program Manager

**Anna Meyer**

Marian Anderson Young Artist Program Manager

**Marian Anderson**

Young Artist Program Manager

**Anthony Mazzocchi**

John J. Cali School of Music at Montclair State University, Director and Equity Arc Board Member

**Ashley Chilla**

Indiana University Jacobs School of Music, Associate Director of Admissions and Financial Aid

**Becca Dora**

Chicago Musical Pathways Initiative, Student Manager

**Brontie Phillips**

Cleveland Institute of Music Musical Pathway Fellowship, Parent

**Carla Dazarola**

New World Symphony College Track Mentorship Program, Parent

**Carol Dunevant**

Cincinnati Symphony Orchestra, Director of Learning

**Charlie Grode**

Merit School of Music, President & Executive Director and Equity Arc Board of Directors

**Chiara Ferrero**

Philadelphia Music Alliance for Youth Artists' Initiative, Program Manager

**Christina Davis**

New England Conservatory, Dean of Students and Campus Life

**Crystal Sellers Battle**

Eastman School of Music, Associate Dean of Equity and Inclusion

**Danielle Arnold**

Eastman School of Music, Assistant Director of Admissions

**Dayla Spencer**

John J. Cali School of Music at Montclair State University, Student and Pathways Orchestra Alum

**Dean Vance**

Philadelphia Music Alliance for Youth Artists' Initiative, Parent

**Ebonie Pierce**

Tuned-In/Peabody Preparatory, Pathways Manager

**Edouard Goutay**

Washington Musical Pathways Initiative, Parent

**Emily Schleh**

Country Music Association, Community Impact Manager

**Genevieve Alexander**

Atlanta Symphony Orchestra Talent Development Program, Parent

**Hanna Charrette**

Interlochen Center for the Arts, Assistant Director of Admissions, Partnership Manager

**Ian Saunders**

Project STEP, Artistic Director and Equity Arc Board Member

**Jade Garcia**

Equity Arc, Programs Manager

**James Alexander**

Atlanta Symphony Orchestra Talent Development Program, Parent

**James Hall**

Chicago Musical Pathways Initiative, Project Director

**Jamila Tekalli Hanner**

Washington Musical Pathways Initiative, Artistic Director

**Jason Hainsworth**

San Francisco Conservatory of Music, Associate Dean for Diversity, Equity, and Inclusion

**Jeane Cooper**

New World Symphony College Track Mentorship Program, Parent

**Jeffery Tribble Jr.**

Levine Music, President and CEO and Equity Arc Board of Directors

**Jessica Zweig**

Play On Philly, Executive Director

**John Huling**

The Peabody Institute of the Johns Hopkins University, Director of Admissions

**John Kilkenny**

Sewanee Music Center, Director

**Jonas Wright**

San Francisco Conservatory of Music, Dean & Vice President for Academic Affairs

**Josefina Guzman**

Project STEP, Program and Communications Manager and Chaperone

**Josue Gonzalez**

Project STEP, Executive Director

**JT Kane**

Manhattan School of Music, Dean of Instrumental Studies and Orchestral Performance

**Kajal Bhavsar**

New World Symphony College Track Mentorship Program, Parent

**Karey Sanchez**

Nashville Symphony Accelerando, Parent

**Katie Mackenzie**

The Music Man Foundation, Program Officer

**Katie Rossiter**

Bard College Conservatory of Music, Director of Admissions

**Kenny Kozol**

Public Schools of Brookline, MA, K-12 Performing Arts Curriculum Coordinator

**Kiarri Andrews**

Mannes School of Music at The New School, Associate Director of Admissions

**Kimberly McLemore**

Nashville Symphony, VP of Education and Community Engagement

**Kristhine Nague**

Chicago Musical Pathways Initiative, Parent

**Kristin Hayes**

Youth Orchestras San Antonio Rising Star Fellows, Pathways Program Coordinator and Chaperone

**Laia Pujol**

Colburn School Center for Innovation and Community Impact, Associate

**LaShanda Byrd-Williams**

Motivated By Music Association, Founder/  
President

**Lina Bahn**

University of Southern California Thornton  
School of Music, Associate Professor of  
Practice, Violin and Chamber Music; Chair,  
Strings

**Logan Massey**

Levine Music, Director of Individual  
Instruction

**Loretta Thompson**

DC Youth Orchestra Program, Executive  
Director

**Magee Capsouto**

Equity Arc, Associate Director

**Maria Mathieson**

Peabody Preparatory, Executive Director and  
Equity Arc Board Member

**Marilu Santacruz**

Boston University Tanglewood Institute,  
Manager of Enrollment and Student  
Engagement

**Mark Churchill**

New England Conservatory, Dean Emeritus  
and Equity Arc Board of Directors

**Mekhi Tyree**

University of Delaware Graduate, Recruitment  
Assistant

**Melissa Munoz**

Kaufman Music Center, Pathways and  
Partnerships Manager

**Mia Fritze**

Carnegie Hall's Weill Music Institute -  
National Youth Orchestras, Associate

**Mica Harrison Loosemore**

University of Michigan, Assistant Dean of  
Admissions, Enrollment Management &  
Financial Aid

**Michael Angell**

Paul M. Angell Family Foundation, Director of  
Performing Arts Grants and Equity Arc Board  
of Directors

**Molly Bidlack Bean**

Primavera Fund, Finance & Development  
Director

**Monica Ellis**

Imani Winds, Bassoonist and Founding  
Member

**Nahiomy Paulino**

New World Symphony College Track  
Mentorship Program, Parent

**Najib Wong**

Philadelphia Music Alliance for Youth Artists'  
Initiative, Director

**Nancy Ivette Ruiz**

Cali Pathways Project at Montclair State  
University, Parent

**Nema Robinson**

Baltimore Musical Pathways Initiative,  
Teacher Assistant

**Nicolas Gonzalez**

Manhattan School of Music, Assistant Vice  
President for Strategic Innovation and Special  
Initiatives

**Orlando Nague**

Chicago Musical Pathways Initiative, Parent

**Patty Harden**

University of Delaware, Student and  
Pathways Orchestra Alum

**Paula Wilson**

Equity Arc, Member Services &  
Communications Manager

**Peter Kang**

Manhattan School of Music, Admission  
Counselor

**Phillip Ducreay**

Nashville Symphony Accelerando, Education  
& Community Engagement Program Manager

**Rachel Segal**

Primavera Fund, President & Executive  
Director

**Rachel Vance**

Philadelphia Music Alliance for Youth Artists'  
Initiative, Parent

**Risa Carlson**

Peabody Preparatory, Assistant Director of  
Preparatory

**Rodrigo Lara Alonso**

Cleveland Institute of Music, Musical  
Pathways Fellowship Advisor

**Ron McCurdy**

University of Southern California Thornton  
School of Music, Assistant Dean of Diversity,  
Equity, and Inclusion

**Ross Kaufman**

National Symphony Orchestra Summer Music  
Institute, Manager of Music Education, Career  
Development Programs

**Ryan Dearon**

Oberlin College and Conservatory, Assistant  
Director

**Ryan Walks**

Atlanta Symphony Orchestra Talent  
Development Program, Program Manager

**Sam Andrew**

League of American Orchestras, Manager,  
Learning & Inclusion

**Sara Vicinaiz**

Youth Orchestras San Antonio Rising Star  
Fellows, Director of Student Experience

**Sarah Grant**

Atlanta Symphony Orchestra, Senior Director  
of Education

**Sarah Lyding**

The Music Man Foundation, Executive  
Director

**Sarah Vander Ploeg**

Chicago Musical Pathways Initiative, Project  
Manager

**Scott Harrison**

Cleveland Institute of Music, Executive Vice  
President & Provost

**Sheila Esquivel**

Bridge to Equity and Achievement in Music,  
Program Director

**St. Clair Simmons III**

Play On Philly Marian Anderson Young Artist  
Program, Faculty

**Stanford Thompson**

Equity Arc, Executive Director

**Stephanie Haggerstone**

John J. Cali School of Music at Montclair State  
University, Associate Director

**Sy-Yann Ng**

Philadelphia Music Alliance for Youth Artists'  
Initiative, Parent

**Teagan Faran**

DePauw University, Assistant Professor

**Tomoko Fujita**

Cali Pathways Project at Montclair State  
University, Pathways Project Coordinator

**Tyler Niemeyer**

Cleveland Institute of Music, Director of  
Admission

**Walter Bitner**

Richmond Symphony, Director of Education &  
Community Engagement

**Warren Williams**

John F. Kennedy Center for the Performing  
Arts, Director for Music Education

**Zachary Allen**

Oberlin College and Conservatory, Student  
and Pathways Orchestra Alum

# Equity Arc Leadership

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Jeffery Tribble Jr., *Co-Chair*, President and CEO, Levine Music  
Stefanie Wakeman, Director of Community Partnerships, Astral Artists

## **Staff**

Stanford Thompson, Executive Director  
Magee Capsouto, Associate Director  
Paula Wilson, Member Services and Communications Manager  
Jade Garcia, Programs Manager

## **Nashville Symphony Planning Team**

Kimberly McLemore, Nashville Symphony, VP of Education and Community Engagement  
Phillip Ducreay, Nashville Symphony Accelerando, Education & Community Engagement Program Manager

