



# FY24 Impact Report



# Table of Contents

- 3 Letter from Equity Arc
- 4 FY24 By the Numbers
- 5 FY24 Investment & Growth
- 8 FY24 Impact & Initiatives
- 20 Equity Arc Membership
- 23 Equity Arc Leadership & Staff



# Letter from Equity Arc

Dear Friends,

This season at Equity Arc has been nothing short of transformative, fueled by the collaboration of our members and partners and inspired by the exceptional talent of underrepresented classical musicians across the nation. Together, we've strengthened our network, forged new partnerships, and championed equitable programming.

A major milestone this year was the launch of the inaugural Pathways Census, the first step in a comprehensive data-driven evaluation of the pathways model's impact and effectiveness. We also forged significant alliances with the United States Marine Band to host our inaugural Equity Arc Wind Symphony in the spring of 2025 and El Sistema USA to break barriers and create access in the 2025 college/conservatory application process. Additionally, we expanded outreach through open forums, fostering meaningful dialogue with musicians, members, and prospective partners to shape the future of Equity Arc.

Among the season's highlights was our partnership with the Nashville Symphony Orchestra in hosting the 2024 Pathways Orchestra and Summit. Fifty-seven Pathways Fellows joined musicians from the Nashville Symphony for an extraordinary musical experience under the mentorship of Maestro Giancarlo Guerrero. The summit also brought together over 100 members and partners for impactful conversations about the future of equitable programming.

We were equally honored to collaborate with the Atlanta Symphony Orchestra, celebrating the 30-year legacy of the Talent Development Program and new Fellowship Program—these models continue to inspire the next generation of musicians. Through our Common Application for Summer Study, over 170 musicians applied to partner summer programs, and we used virtual platforms to connect members through workshops and forums.

None of this would have been possible without the dedication and generosity of our members, partners, and donors. We are deeply grateful for your unwavering support, which empowers us to continue building a more equitable landscape for underrepresented classical musicians.

As we look toward the future, we invite you to remain part of this vital mission. Together, we can continue to transform opportunities and advance equity in the field of classical music.

With gratitude,



Stanford Thompson, Executive Director  
Equity Arc

# FY24 by the Numbers

**34**

New Members

**102**

Total Members

**23**

States Represented

**770+**

Musicians Reached in Equity Arc Initiatives

**600+**

Participants in Equity Arc Events

**17**

Common Application Partners

**\$200K+**

In scholarships awarded to Common Application Participants

**\$580K+**

General operating support from the Paul M. Angell Family Foundation to programs in the National Collective for Musical Pathways



*Pathways Orchestra Fellows speak with Maestro Giancarlo Guerrero during rehearsal*

# FY24 Investment & Growth

## Infrastructure Capacity

Equity Arc's ambitious mission and programming necessitate investment in our organizational infrastructure and expansion of our staff. In FY24, we focused on understanding the additional support needed to sustain and grow our programs, leading to two national searches. We also invested in bolstering our fundraising efforts with an emphasis on building institutional relationships.

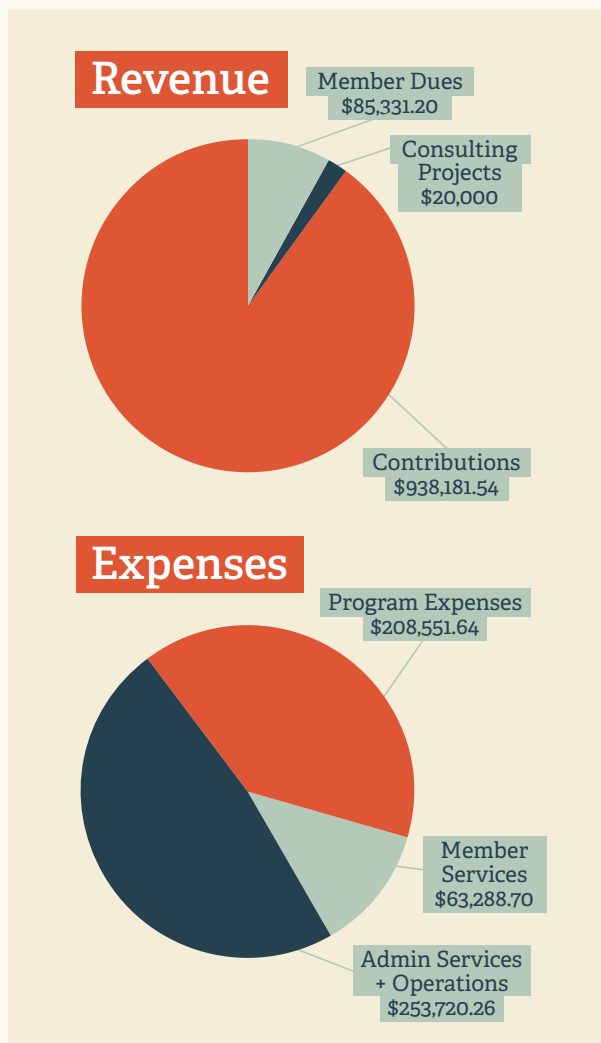
The Cincinnati Symphony Orchestra has provided invaluable support to Equity Arc since our formative days. This year, commensurate with our maturation as an organization, we developed an administrative services agreement through which the CSO helps to support our administrative needs. This investment has been key to supporting our organizational health as we continue to solidify our operational practices and procedures.

Equity Arc launched during the uncertainties of the pandemic and decided to write and update a strategic framework in each of our start-up years. This practice has set the stage for a comprehensive strategic planning process that we will begin in our next fiscal year.

Recognizing the importance of our partnership with the Paul M. Angell Family Foundation and our relationship with the ecosystem of equitable programming in Chicago, Equity Arc dedicated resources to becoming incorporated in the State of Illinois. This investment strengthens our commitment to balancing local work and impact with our national efforts and initiatives.

## Revenue

The inspired support of the Paul M. Angell Family Foundation continues to empower Equity Arc's major accomplishments. In addition to General Operating funding, the Foundation has also supported programmatic work including Equity Arc's Pathways Orchestra and our Instrument Fund Pilot Program. We are grateful for their ongoing belief in Equity Arc's mission and in the work that we are doing to create tangible progress to level the playing field in classical music. Equity Arc is prioritizing diversifying our funding, and we have forged relationships with over 15 institutional funders to complement the support of our next steps.



Member dues are a big part of advancing our mission as we continue to invest these contributions into our members and musicians through benefits such as virtual workshops, the Common Application for Summer Study, and digital resources. This year also brought opportunities for consulting projects focused on expanding and strengthening equitable programming across the country.



In FY24, Equity Arc undertook our first major consulting project with the Atlanta Symphony Orchestra. This project focused on the co-presentation of the Building Bridges Summit, where we studied the impact of the Talent Development Program and explored opportunities to apply impactful practices in pre-college training to the professional training programs offered by numerous institutions across the country. This included synthesizing exploratory conversations with over a dozen orchestras to ideate a new model for professional training.



### ***Investment in Programmatic Activities***

Equity Arc continues to prioritize the development of our initiatives, including sustaining transformational tuition-free programming such as the National Pathways Orchestra. This year, our Orchestra and Summit in Nashville focused on strengthening the transition from pre-college to collegiate study. Our Fellows had the incredible opportunity to work in-depth with Giancarlo Guerrero and the musicians of the Nashville Symphony.



Equity Arc also engaged two alumni artists who worked with the ensemble and provided important mentoring. We facilitated opportunities for our Fellows to shape their learning including through panel conversations and paid internships to work with Equity Arc's staff. Each year, we strive to offer greater support to ensure participation in our work and we are eager to continue building resources to increase the support we are able to offer.

Our membership is a crucial partner in Equity Arc's work. This year, we expanded the services we

offer to members, including through Office Hours with Equity Arc, workshops that offer guidance on practices such as grant writing, and panels to help provide greater insight into some of the challenges facing our field. We were proud to convene a panel of partners in higher education who spoke about the impacts of the Supreme Court's ruling on Affirmative Action and who have helped to inform new pathways forward.

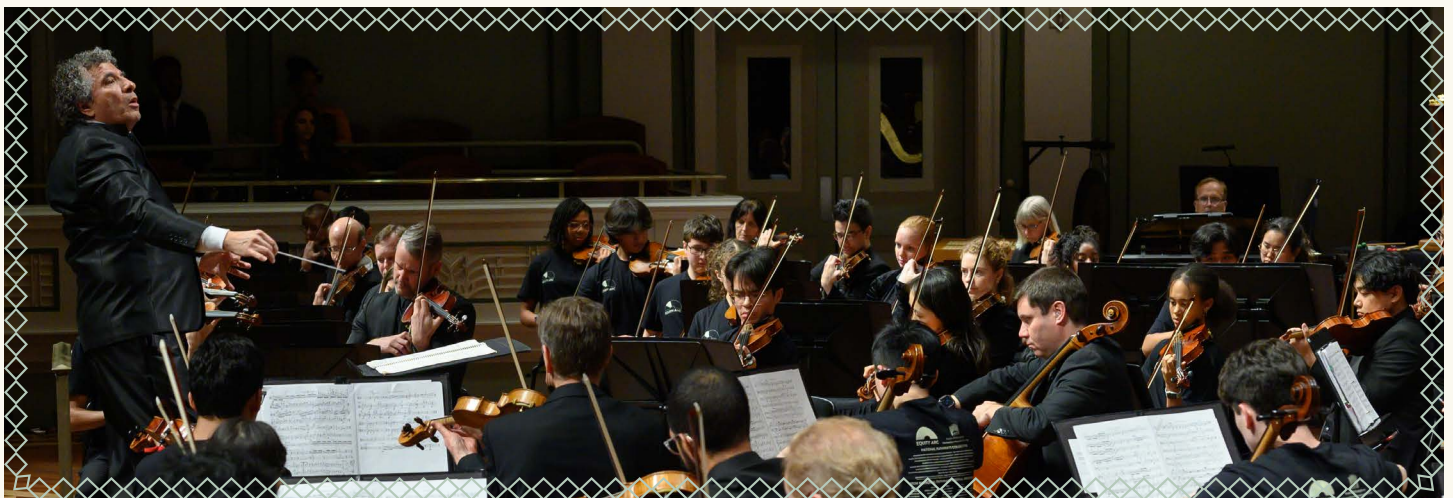
### ***Application Fees***

Equity Arc believes that application fees should never be prohibitive to a musician's ability to participate in essential growth and learning opportunities. In FY24, this investment translates to 605 applications submitted to Equity Arc initiatives through Accepted.



### ***Expansion of Data Projects***

Equity Arc is committed to building cogent and cohesive impact data about our organization, programs, and partnerships. Our internal efforts include launching our inaugural census for the National Collective for Musical Pathways, and our annual analysis of programs including the Pathways Orchestra and the Common Application for Summer Study. This year, we also engaged the Chicago-based social impact firm Aim & Arrow to design an Alumni Survey for Pathways programs to provide key feedback and to help inform the Alumni Network we will develop. We are resolute in our belief that both qualitative and quantitative impact data are essential to our growth, and the success of our musicians and members. Our projects and investments this year lay important foundations for a major longitudinal evaluation project we will design and launch in our next seasons.



# FY24 Impact & Initiatives

## Common App

Equity Arc's Common Application for Summer Study is one of our longest-running initiatives, and it embodies our commitment to collective action. The Common Application creates access to essential summer study opportunities and supports musicians from backgrounds historically underrepresented in classical music throughout the application and admissions process.

The Common Application was developed through our collaboration with some of the finest summer study programs across the country. Equity Arc brought together eleven partners to discuss the viability of a common application, explore challenges, and develop a pilot application. In our early conversations, we focused on making sure that this new resource would address some of the major challenges communicated by musicians and parents. This resulted in designing shared application content and a shared audition list, creating a centralized hub for information on all Common App partners hosted on Equity Arc's website, and increasing mentorship provided for applicants and families. Further, any musician eligible to use the Common App can apply for free through Equity Arc, and all partners commit to providing at least one full-tuition fellowship to an applicant who meets their artistic standard for admission.

In the first season of the Common Application, 76 musicians used our resource to apply to our 11 partner programs. This year marked the third season of the Common Application. 172 musicians used the Common App and submitted applications to 17 partner programs. 66 musicians enrolled in a partner program, and each program enrolled at least one applicant. Partners awarded over \$200,000 in scholarships to Common App applicants, which is inclusive of the estimated cost of tuition-free programs. Each of our partners from the pilot season has continued as a Common App partner, and we welcomed four new partners this summer: Credo Music, Greenwood Music Camp, Madeline Island Chamber Music, and New England Music Camp.



*“Applying through Equity Arc and the Common App has been very helpful as it allows us to keep the student's core information in one place and then adjust to each program's requirements.”*

*—Blanca Berthier,  
Parent of Equity Arc Fellow*





Each year Equity Arc works with our Common App partners to identify areas for improvement. We also survey applicants to evaluate impact and hear feedback on the program and process. To increase communication between Equity Arc applicants and Common App partners and to help musicians find the right program for their goals, we hosted a virtual summer study fair. In addition to sharing information about each program, this was an opportunity for musicians and parents to connect directly with a representative from each program. Equity Arc has also prioritized facilitating further connection between musicians and partners throughout the application and admission process and supporting musicians through additional resources such as resume assistance.

Equity Arc continues to be inspired by our partners' eagerness to collaborate, to share information, and to work collectively to make tangible progress. Through our collaboration, we amplify the reach of their commitments to equity, foster access to vital learning opportunities, and create pathways for meaningful, lasting change.

[READ THE FULL REPORT](#)

*"It's important for our program to be accessible to all families. We love that the Common Application makes summer study more accessible through a free application. We're also glad that it allows students/families to apply for multiple programs with ease to better find the right fit and match for them. Finally, we appreciate that this specifically creates a platform for students of color to apply for summer programs." —Emily Brown, Camp Director*



## 2024 COMMON APPLICATION PARTNERS

- Ascent International Chamber Music Festival (Cincinnati, OH)
- Boston University Tanglewood Institute (Boston, MA)
- Brevard Music Center Summer Institute and Festival (Brevard, NC)
- Credo Music (Chicago, IL)
- Green Mountain Chamber Music Festival (Colchester, Vermont)
- Greenwood Music Camp (Cummington, MA)
- Interlochen Arts Camp (Interlochen, MI)
- Kinhaven Music School (Weston, VT)
- Luzerne Music Center (Luzerne, NY)
- Madeline Island Chamber Music (La Pointe, WI)
- National Orchestral Institute + Festival (College Park, MD)
- National Repertory Orchestra (Breckenridge, CO)
- National Symphony Orchestra Summer Music Institute (Washington DC)
- National Youth Orchestra of the United States of America (New York City, NY + International Tour)
- New England Conservatory Summer Orchestra Institute (Boston, MA)
- New England Music Camp (Sidney, ME)
- NYO2 (New York City, NY + Dallas, TX)
- Sewanee Summer Music Festival and String Academy (Sewanee, TN)
- VIA Academy (Miami, FL + Remote)



*"This initiative is an integral part of addressing equity in the greater music world." —Amanda Stenroos, General Manager at Green Mountain Chamber Music Festival*

## **Building Bridges**

In 1993, the Atlanta Symphony Orchestra (ASO) partnered in a new initiative founded by Azira Hill designed to provide musical mentorship and resources to Black and Latine pre-college musicians in the Atlanta-Metro area. This initiative, the Talent Development Program (TDP), is one of the earliest Pathways programs in the United States and has fostered the development of over 100 young musicians since its inception. TDP has also played a critical role in the growth of the pathways field. Its program managers and leadership have provided guidance and mentoring to numerous institutions interested in launching their own Pathways program, helping to set a shared understanding and definition of pathways work. When Equity Arc launched the National Collective for Musical Pathways to formalize and support Pathways programs in 2022, TDP was one of the founding members.



*Stanford Thompson with TDP Founder Azira Hill*

In 2019, the ASO first hosted their biennial “Building Bridges” Symposium to raise the visibility of pathways work and spotlight its impact. In 2023, the ASO engaged Equity Arc to co-host the Symposium and expand discussions to equitable training programs across the Arc of musical development. Equity Arc has focused significant energy on the pre-college stage of development. Investing in creating access and providing rigorous training opportunities early in the musical journey helps to ensure that musicians are artistically prepared to progress and competitive for musical opportunities across the arc. We also recognize the importance of professional training opportunities for musicians on the cusp of their professional careers.

One such opportunity is through the professional fellowship programs hosted by numerous orchestras across the country. These programs are designed for fellows to gain professional performing experience and mentorship from members of the orchestra. While these programs have existed for decades, there are mixed opinions and results on their efficacy. This was discussed at length in the League of American Orchestras’ 2016 report entitled “Forty Years of Fellowships: A Study of Orchestras’ Efforts to Include African American and Latino Musicians”. The report found that there can be benefits to participating in a fellowship, but that establishing a fellowship is not a “silver bullet” solution to diversity issues that persist in many professional institutions.

In 2022, Equity Arc began exploratory conversations with orchestras operating fellowship programs to deepen our understanding of program design, challenges of running fellowships, and opportunities to improve their overall efficacy and the fellow experience. When the ASO

launched their fellowship program in 2022, they became one of few orchestras nationally that operates equitable programs at multiple stages of musical development. As the ASO is a recognized leader in the precollege space, Equity Arc was interested in collaborating to bridge the pathways. What are the opportunities to learn from the ASO's precollege approach to strengthen work in the professional training space? Can the collective model Equity Arc established in the pathways space be extended into professional training?

ASO engaged Equity Arc to explore these ideas further in our collaborative presentation of the third Building Bridges Symposium. We welcomed over 40 industry leaders from across the country to take part in strategic conversations. Participants included pathways administrators, representatives from major orchestras, and current and former fellows from programs across the country. In addition to celebrating the 30th anniversary of the Talent Development Program, we examined its programmatic approach and how the ASO's institutional buy in has increased the impact of its pathways work. The ASO's leadership has been critical in the strength of its equitable programs. Their investment in future generations of musicians through TDP has helped to shape their entire community.

Our conversations demonstrated the interest in establishing stronger connections between both orchestras that operate training programs and between the musicians who participate in these programs. We also brought greater awareness to the importance of investment in precollege work and its impact on latter stages of musical development. Equity Arc emphasizes our relationships with institutions in the field and the musicians we collectively serve, ensuring that our work is informed by those who it most impacts. We look forward to continuing the important conversations about equitable training programs and exploring new models for fellowships that will improve both experiences and outcomes.

## [READ THE FULL REPORT](#)



Professional Fellows share their perspectives with attendees at Building Bridges

*“It was wonderful to see the work of the TDP as a model for future national work through Equity Arc. I truly understood the vision of the organization. I also appreciated the amount of time we had to generate ideas and brainstorm in groups.”*  
—Elizabeth Moulthrop, Executive Director at El Sistema USA

## National Pathways Summit and Pathways Orchestra

The Equity Arc National Pathways Summit is an annual gathering of our members and partners from across the country to examine the impact of pathways work, strengthen the relationships between pathways programs and the institutions that will steward pathways fellows' next steps, and raise the visibility of pathways programs and their musicians. During this multi-day experience, our partners who are integral to the transition from pre-college to collegiate study convened to explore strategies to fortify the holistic support system between musicians and the institutions that are essential to building equity in the field. The Summit also provided opportunities to forge connections between pathways program managers, parents, and colleges that benefit the hundreds of pathways musicians across the country.



On April 6-8, 2024, Equity Arc hosted this year's National Summit in partnership with the Nashville Symphony in Nashville, Tennessee. Over 100 administrators in the pathways, collegiate, and summer study phases joined pathways parents and musicians for strategic conversations focused on building equity and opportunity in classical music. Equity Arc curated discussions for breakout groups that were relevant to respective areas of focus and built on themes that have emerged through our engagement with the field over the past year. The Summit also included six panel conversations that highlighted the voices of pathways fellows, alumni, and program managers. The perspectives shared helped to inspire breakout conversations and encourage more cross-arc collaboration. Additionally, we hosted a college and summer study fair that featured over 20 institutions, creating opportunities for fellows and their parents to connect directly with representatives who will help to shape their next steps.



Breakout group conversations focused on collaborative opportunities to strengthen the work that each program does individually. There is a tendency for institutions in the classical music field to operate in siloes, and for resources to be difficult to access. Equity Arc believes that creating avenues of collaboration and communication between institutions and creating access to important

information will benefit both the institutions and the musicians pursuing the next steps of their development. We also understand that institutions may have capacity limitations and other restrictions that impede their ability to drive change. As an independent entity, Equity Arc is poised to organize and lead efforts to create more impactful outcomes.

Equity Arc strives to ensure that we create forums to hear from those whose voices are not consistently highlighted in conversations. Parents and families are some of the most critical supporters that any musician will have in their development. We prioritize understanding resources that families need to continue supporting their child's musical journey. A parents' breakout group during the Summit allowed us to gain more insight into strategies to effectively engage parents and consider how we can best support them.

Featuring the talent of the next generation of musicians is one of the most compelling ways to inspire collaboration across the field. Each year, the Equity Arc Pathways Orchestra takes part in a multi-day musical intensive that is concurrent with Summit conversations. Fellows in the Orchestra are selected through a competitive national audition of musicians who study at pathways programs. These Fellows are on a serious performance trajectory and seek to continue their studies at top collegiate programs across the country. In 2024, 57 musicians were selected for the Pathways Orchestra. These Fellows worked intensively with musicians from the Nashville Symphony Orchestra and were mentored by Maestro Giancarlo Guerrero in their preparation for the final side-by-side performance of Henry T. Burleigh's *The Young Warrior*, Adolphus Hailstork's *An American Port of Call*, and Shostakovich's *Symphony No. 5*.



This year's Pathways Orchestra Fellows demonstrated their remarkable musical talent in rehearsals, sectionals and in the final performance. They also shared important and profound insights about the field that they are pursuing. This year, Equity Arc also developed a paid internship opportunity. Fellows selected for the internship were able to refine skills that will serve them throughout their musical journey and also shaped the Fellows' experience outside of rehearsals. Based on the positive feedback from this year's interns, Equity Arc is eager to expand this opportunity in future years.

Fellows in Pathways Orchestras come from 45 different cities across the country. As we continue to expand and strengthen our work with our Pathways partners nationwide, we look forward to welcoming even more musicians to future Orchestras. One of the most important aspects of the Equity Arc ensembles is the opportunity to build relationships with other musicians who are committed to pursuing music. The relationships that Fellows build with their peers will continue to develop and shape their experiences as they traverse their musical journey.

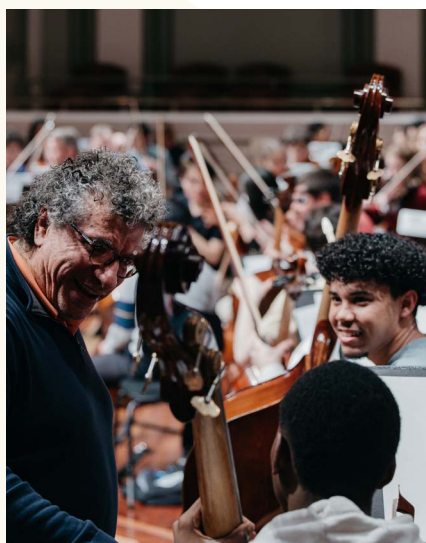
*"I went in knowing it would be a great experience to make connections with people in the industry and help plan my future, but I truly did not expect becoming so close with other fellows and making lifelong friendships."  
— Natalie Huang, Colburn School Herbert Zipper Scholar*



Seniors in this year's Orchestra are on track to accomplish incredible things in their next steps. Fellows were accepted into over 60 colleges and conservatories across the country. This year's Pathways Orchestra alumni will pursue their study at incredible institutions including The Juilliard School, the Curtis Institute of Music, Indiana University, the Eastman School of Music, and Rice University. Over the three seasons of the Pathways Orchestra, we have engaged 119 musicians. Alumni of the ensemble are already achieving major accomplishments such as being finalists in national competitions and winning competitive auditions for additional study opportunities. We are eager to continue creating transformative musical experiences for the next generations of musicians, providing mentorship and empowering musicians as they take the next steps of their musical journey.

[READ THE FULL REPORT](#)

*"As Equity Arc emerges, it's clear that there is a need for this sort of organized work on the national level as a help for the work being done on the ground at the local level. We set a huge list of tasks for Equity Arc to tackle, but I'm truly excited about the energy generated behind it and the impetus to simply do the work we do, but do it better." — Anna Meyer, Marian Anderson Young Artists' Program Manager*



*"The Equity Arc Festivals 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 (especially in Nashville). It meant so much to me to have the privilege of leading my fellow musicians in the Nashville panel discussion - it was a pleasure and wonderful learning experience."*  
— Caleb Graupera, Project STEP Fellow

## **National Collective for Musical Pathways**

The National Collective for Musical Pathways is an alliance of rigorous pre-college music training programs committed to ensuring that musicians from backgrounds traditionally underrepresented in classical music are prepared to be competitive and thrive in the field. Established in 2022, the Pathways Collective is Equity Arc's first national collective. We work to facilitate collaboration to create information and resources, strengthen the pathways approach, and raise the visibility of this essential work. Our work is driven by a shared vision of a world where pathways graduates are irrefutably competitive and empowered to thrive in leading collegiate programs that prepare them for a sustainable performing career.

The pathways approach includes holistic mentoring in addition to rigorous musical instruction. Fellows are provided with supports and opportunities including college audition preparation, ensemble training, professional development, and an individualized curriculum that is designed to fit the unique needs of each fellow. Family engagement is also a major priority in pathways work. Parents are engaged in regular meetings with pathways staff and faculty to offer individualized advising, to discuss their fellow's progress, and in community gatherings for families to connect with each other.



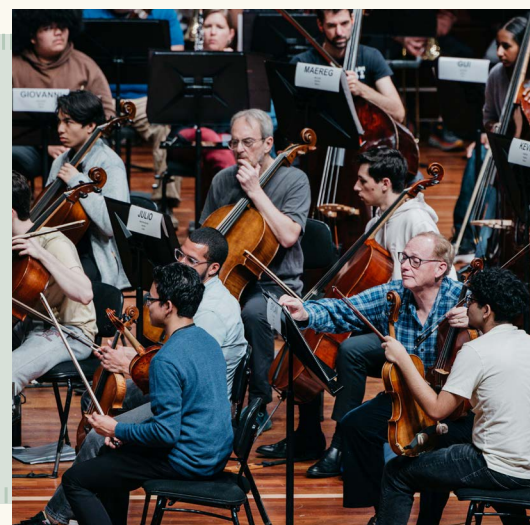
One of the greatest challenges that our pathways partners have shared is that, while the supports provided to musicians and families is comprehensive, their overall student bodies are small. The average annual cost per fellow for pathways programs is over \$9,000, limiting the number of students that can be admitted to programs. In addition to creating fundraising challenges, the relatively small student body makes it difficult to produce large-scale impact data. This year, Equity Arc published our first Pathways Census report. This study was designed to both create a larger repository of information about pathways programs and collect aggregate data that can be reported on for programs across the country. The program design portion of the census has been synthesized to create the foundations to codify best practices in pathways programs. This resource can be utilized by institutions interested in launching a pathways program of their own. Equity Arc also evaluated the census process and improved it for future years.

In addition to the aggregate data collected through the Census, Equity Arc prioritized an alumni survey that would provide additional insight into the long-term impact of pathways work. Programs in the Collective have nearly 600 alumni. Equity Arc worked with the Chicago-based social impact firm Aim & Arrow to design a survey that was shared with alumni. The synthesis of survey responses has been shared with pathways programs to help inform program design. These developments strengthen the work overall. The survey also underscored the importance of Equity Arc's efforts to create and administer an alumni network. While individual programs may not have the capacity to stay connected with their alumni, Equity Arc can organize and take ownership of these efforts.

This past year also saw major growth of the Pathways Collective. Seven new programs operating in five cities joined the Collective, increasing membership by 58%. The pathways approach is indisputably effective. In 2024, 96 fellows graduated pathways programs that are part of the Collective. 97% of those fellows will attend college, and 84% of graduates are majoring in music. Equity Arc is eager to continue to support the work of pathways programs, to strengthen this approach, and to provide mentorship to prospective and developing programs. We are energized to continue our advocacy efforts and to raise the visibility of this vital and impactful programming.

*"It has been wonderful to see the National Collective for Musical Pathways grow from just a few years ago into the organization it is becoming. The convening every year allows us to meet and maintain relationships with other groups doing similar work. It is nice to have a place to compare what works, and also see the differences in our organizations."*

*—Molly Bidlack Bean, Finance & Development Officer at The Primavera Fund*





*"Participation in the National Pathways Festival has profoundly impacted our students this year. Their feedback has been overwhelmingly positive, emphasizing how unique and empowering it is to perform in a predominantly POC ensemble where they feel seen, heard, and represented. They've also highlighted the memorable experiences of traveling to different summit locations, where they've built lasting community connections. The networking opportunities within the national orchestra setting have been invaluable, facilitating connections with higher education institutions through college fairs, cultural immersion via field trips, and the joy of bonding with peers during shared activities." —Sheila Esquivel, Program Director at Boston BEAM*

## **Equity Arc Membership**

Collaborative planning and community engagement have been embedded in Equity Arc's approach since our inception. Our launch was shaped by six years of collaborative efforts from stakeholders across the country and from different musical stages. Our membership evolved from this holistic, engaged model. We build relationships and create connections with stakeholders across the country, creating a collaborative network to partner in our work. By activating this national membership, which includes musicians and their families, leaders from community-based and summer music programs, and representatives from major professional ensembles and higher education institutions, Equity Arc both ensures that our initiatives and programming are informed and impactful and develops benefits that help to strengthen and sustain the equitable programming offered by our members.

In FY24, Equity Arc invested in providing robust virtual events for our members. These meetings included panel conversations designed to address key concerns shared by our membership and workshops led by seasoned professionals to offer resources and professional development opportunities for our members. In August 2023, the U.S. Supreme Court issued a ruling focused on affirmative action practices in higher education admissions. This ruling posed the potential to impact our members' practices and created both confusion and concern. Equity Arc convened a panel to address concerns about the ruling's long-term impact on diversity in higher education and to provide a forum for further conversation. Understanding how institutions



may be restricted through this ruling and how this in turn would impact the musicians navigating their collegiate applications also put Equity Arc's important role for our members into perspective. In response to the concerns shared, we developed strategic relationships to create new resources and information to guide musicians and their families. We have also emphasized working with our collegiate members to design initiatives that will fill gaps created by new restrictions.

Equity Arc also prioritized offering professional development opportunities and guidance to strengthen the equity-based programming offered by our members. We engaged grant-writing expert Christopher Santantasio to present a workshop on writing successful grants focused on funding equity-based classical music programs. The workshop included discussion of trends in grantmaking, grant research tools and strategies, and donor cultivation in addition to an interactive component on grant writing best practices. Equity Arc also offered sessions that explored our data-driven work and that helped to spread awareness of our programmatic initiatives. "Office Hours with Equity Arc" was another new offering in FY24. These small-group sessions, hosted by our Executive Director, Stanford Thompson, provided members with opportunities to explore and receive guidance about equity-related initiatives and other programmatic ideas.

To help ensure that our work remains informed by and responsive to the needs of the field, Equity Arc emphasized creating virtual forums for stakeholders across the field to share their needs, feedback, and insights. Our first FY24 "callout meeting" focused on the perspectives of musicians and families who are navigating the classical music field, and our second meeting focused on administrators, educators, and services organizations that work with musicians starting their musical journey. Equity Arc utilized the insights shared during these sessions to help shape the new programmatic initiatives, virtual events, and resources that we will launch next season.

This season, Equity Arc engaged over 600 individuals through our in-person programming and our virtual events, and our membership grew by over 21%. As we roll out new programming, resources, and opportunities, our relationship with our network of members and partners continues to be of the utmost importance. To provide even greater insight into our membership,



understand the reach of our membership, and refine our member offerings, Equity Arc developed its first member survey. The data gathered will inform our next steps to expand and strengthen our national network. By uniting partners across different phases of musical development to address challenges and create solutions, Equity Arc will further our efforts to transform the restrictive pipeline in classical music into a dynamic pathway.

# Equity Arc FY24 Membership

## Active Program Members (51)



**Atlanta  
Symphony  
Orchestra**

Atlanta Symphony  
Orchestra Talent  
Development Program

Baltimore Symphony Orchestra



Baltimore Symphony  
Orchestra OrchKids



**Bard Conservatory**

Bard College  
Conservatory of Music



**BOSTON YOUTH  
SYMPHONY  
ORCHESTRAS**

Boston Youth  
Symphony Orchestras

**BREVARD  
MUSIC  
CENTER**



SUMMER INSTITUTE & FESTIVAL

Brevard Music Center



**MONTCLAIR STATE  
UNIVERSITY**

John J. Cali School of Music

**CARNEGIE HALL  
Weill Music Institute**

**CELLISTS  
FOR CHANGE**




**CMPI**

**cyso | chicago youth  
symphony  
orchestras**

Cali School Pathways

Carnegie Hall Weill  
Music Institute and  
Ensemble Connect

Cellists for Change

Chicago Musical  
Pathways Initiative


Chicago Youth  
Symphony Orchestras

**CSO** CINCINNATI  
SYMPHONY  
ORCHESTRA



**cin**

**COLBURN**



SCHOOL



**columbus  
symphony  
academy**

Columbus Symphony  
Academy



**CREDO**

Cincinnati Symphony  
Orchestra

Cleveland Institute of  
Music

Colburn School

Columbus Symphony  
Academy

Credo Music



**DETROIT  
SYMPHONY  
ORCHESTRA**



**DYAO**  
DENVER  
YOUNG ARTISTS  
ORCHESTRA



**EASTMAN  
SCHOOL OF MUSIC**  
UNIVERSITY OF ROCHESTER



Enrichment 4 Happiness & Harmony  
Building A Stronger Community Together

**ensemble  
connect**

Detroit Symphony  
Orchestra

DYAO Musical  
Pathways

Eastman School of  
Music

Enrichment 4  
Happiness & Harmony  
Inc.

Ensemble Connect

**gtcys**  
PLAY YOUR PART

**HOUSTON  
SYMPHONY**



**JACOBS**  
SCHOOL OF MUSIC  
Indiana University Bloomington

**INTEMPO**



**Interlochen  
CENTER FOR THE ARTS**

Greater Twin Cities  
Youth Symphonies

Houston Symphony

Indiana University  
Jacobs School of  
Music

INTEMPO

Interlochen Center for  
the Arts



Kaufman Music Center



Los Angeles Chamber Orchestra



Levine Music



Luzerne Music Center



Merit School of Music



Music and Mindfulness



Musical Mentors Collaborative



Nashville Symphony Accelerando



National Orchestral Institute + Festival



New England Conservatory



New Jersey Symphony



New World Symphony



Oberlin College & Conservatory



Paterson Music Project



Philadelphia Music Alliance for Youth (PMA)



Play On Philly



Primavera Fund



Project STEP



San Francisco Conservatory of Music



Segundo Barrio Children's Chorus



Shepherd School of Music



SMU Meadows Division of Music



The Peabody Institute of the Johns Hopkins University



Triangle Youth Music



University of Delaware School of Music



VIA Academy



Washington Musical Pathways Initiative

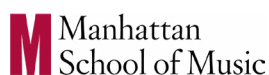


Youth Orchestras of San Antonio Rising Star

## Supporting Organization Members (8)



MacPhail Center for Music



Manhattan School of Music



National Repertory Orchestra



New England Music Camp



Ravinia Festival



The Cleveland Orchestra



Thornton School of Music



Walker West Music Academy

## Individual Members (43)

Abra Bush  
 Addison Ellis-Otovo  
 Aidyn Ellis-Otovo  
 Angelique Montes  
 Anjoli Ferrara-Clayton  
 Anthony Mazzocchi  
 Ashleigh Gordon  
 Beverly Joseph  
 Brittney Burgess  
 Charlie Grode  
 Christopher Wingert  
 Damon Zavala  
 Edgar Smith Jr.  
 Elena Miller  
 Elizabeth Skavish

Emilia Lacy  
 Emily Liao Master  
 Ian Saunders  
 Io Hernandez  
 Jasmin Bolaños-Merlos  
 Javier Irizarry  
 Jeffery Tribble Jr.  
 Jennifer Bowman  
 Jenny Snyder Kozoroz  
 Jonathan Martin  
 Katherine Drago Luellen  
 Kylie Howard  
 Maria Mathieson  
 Mark Churchill  
 Mark Gillespie

Mateo Estanislao  
 Maya Uchino-Garcia  
 Michael Angell  
 Patricia Harden  
 Shahid Osuna  
 Solomon Leonard  
 Stefanie Wakeman  
 Susan Feder  
 Teagan Faran  
 Walter Bitner  
 Wren Williams  
 Zachary Allen  
 Zachary Schwartz

**Total Members: 102**

# Equity Arc Leadership

## **Board of Directors**

Michael Angell, Director of Performing Arts Grants, The Paul M. Angell Family Foundation  
Jennifer Bowman, Director of Learning and Community, Houston Grand Opera  
Abra Bush, David Henry Jacobs Bicentennial Dean, Indiana University Jacobs School of Music  
Mark Churchill, El Sistema USA, Founder  
Anjoli Ferrara-Clayton, Secretary, Violinist, Symphonicity  
Mark Gillespie, CEO, The Orchestra of the Americas Group  
Charlie Grode, Co-Chair, President and Executive Director, Merit School of Music  
Jenny Snyder Kozoroz, Assistant Professor of Music Viola, Lawrence University  
Katherine Drago Luellen, Dean of Admissions and Financial Aid & Enrollment Management, New England Conservatory  
Jonathan Martin, Vice Chair, President and CEO, Cincinnati Symphony Orchestra  
Emily Liao Master, Treasurer, Vice President and General Manager of Operations, Atlanta Symphony Orchestra  
Maria Mathieson, Executive Director of the Preparatory, Institute of Johns Hopkins University  
Anthony Mazzocchi, Director, John J. Cali School of Music at Montclair State University  
Ian Saunders, Artistic Director, Project STEP  
Edgar L. Smith Jr., Founder, Chairman, and CEO, World Pac Paper, LLC  
Jeffery Tribble Jr., Co-Chair, President and CEO, Levine Music  
Stefanie Wakeman, Arts Administrator

## **Staff**

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

