



# 2024 National Collective for Musical Pathways Census Report



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# About the National Collective for Musical Pathways

## MISSION

The National Collective for Musical Pathways is an alliance of rigorous pre-college music training programs committed to removing barriers and accelerating the progress of BIPOC musicians.

## VISION

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

## VALUES

Respect • Equity • Collaboration • Solutions • Change

## National Collective for Musical Pathways Members (as of January 2025)

- Atlanta Symphony Orchestra Talent Development Program (Atlanta, GA)
- Baltimore Musical Pathways Initiative (Baltimore, MD)
- Boston Symphony Youth Orchestra Intensive Community Program (Boston, MA)\*
- Bridge to Equity and Achievement in Music (Boston, MA)
- Cali Pathways Project of Montclair State University (Montclair, NJ)
- Chicago Musical Pathways Initiative (Chicago, IL)
- Cincinnati Symphony Orchestra Nouveau Pre-Conservatory Track (Cincinnati, OH)\*
- Cleveland Institute of Music Musical Pathway Fellowship (Cleveland, OH)
- Colburn School Herbert Zipper Scholarship (Los Angeles, CA)\*
- Columbus Symphony CSO Academy (Columbus, OH)\*
- Detroit Symphony Orchestra's Civic Youth Ensembles (Detroit, MI)\*
- Greater Twin Cities Youth Symphonies Pathway Musicians (St. Paul, MN)\*
- Nashville Symphony's Accelerando (Nashville, TN)
- New World Symphony College Track Mentorship Program (Miami, FL)\*
- Philadelphia Music Alliance for Youth Artists' Initiative (Philadelphia, PA)
- Play On Philly Marian Anderson Young Artist Program (Philadelphia, PA)\*
- Project STEP (Boston, MA)
- The Primavera Fund (Philadelphia, PA)
- Washington Musical Pathways Initiative (Washington, D.C.)
- Youth Orchestras of San Antonio Rising Star Fellows (San Antonio, TX)

*\*Indicates a Pathways Program new to the National Pathways Collective since the 2023 Census Report.*

# The Pathways Approach

Pathways programs are designed to support pre-college musicians from historically underrepresented communities. Using a holistic, student-centered approach, these programs offer access to high-quality training, resources, and opportunities to prepare students for careers as professional musicians. While each program is designed to serve the specific needs of its community, they share key elements that are integral to the Pathways approach.

Equity Arc supports these programs through the National Collective for Musical Pathways, a collaborative group whose programs operate on shared best practices for the Pathways approach and work collectively on projects to advance the field. This census report provides an overview of Pathways programs in the Collective, identifies key components of a successful Pathways program, and highlights the Collective's achievements and initiatives. Current and prospective Pathways administrators will find helpful considerations and perspectives for reflection.

## Program Components and Financial Support

We asked each program to share the level of support provided in the following programmatic and financial areas, each of which is a key component of a successful Pathways program. The corresponding graph shows the percentage of programs within the Collective that provide each component.

### *Program Components*

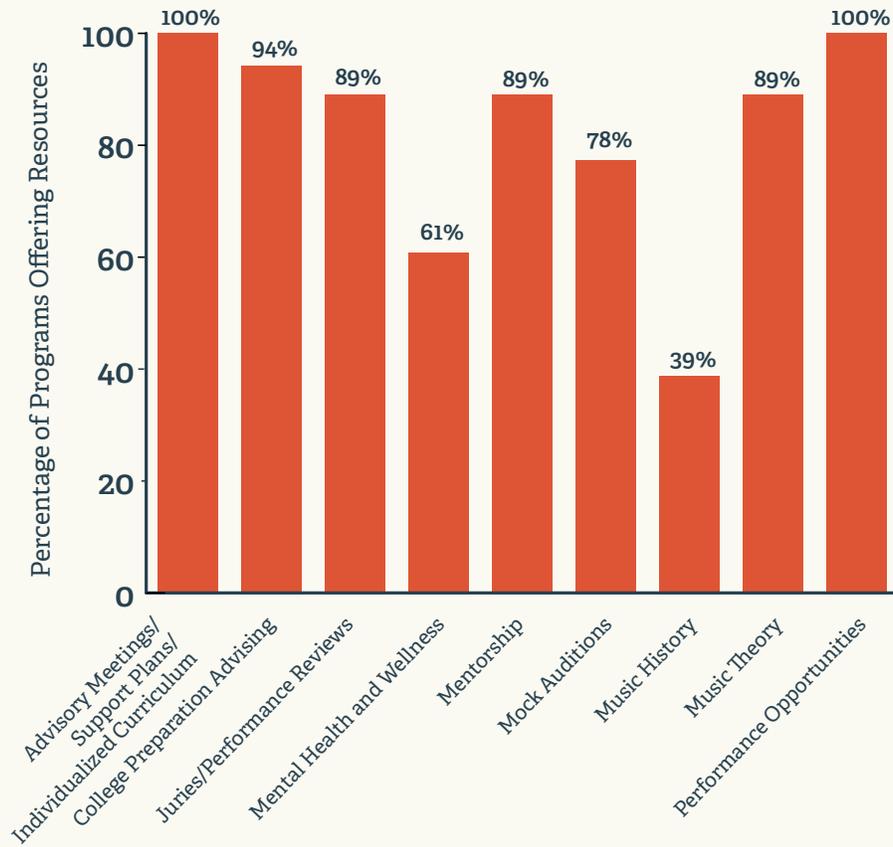
- Advisory Meetings/Support Plans/ Individualized Curriculum
- College Preparation Advising
- Juries/Performance Reviews
- Mental Health and Wellness
- Mentorship
- Mock Auditions
- Music History
- Music Theory
- Performance Opportunities

### *Financial Support*

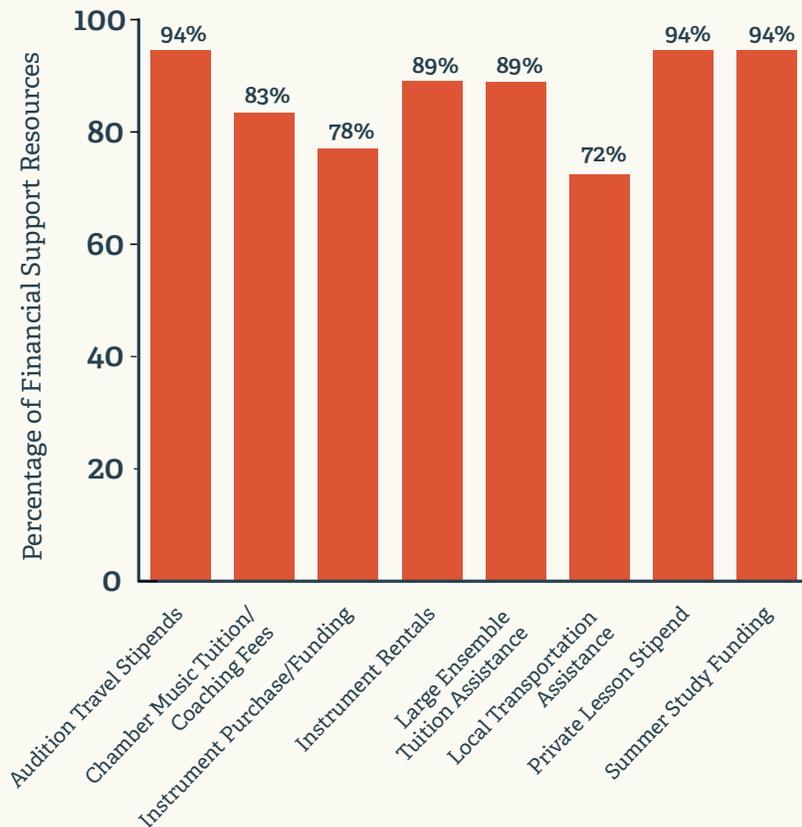
- Audition Travel Stipends
- Chamber Music Tuition/Coaching Fees
- Instrument Purchase/Funding
- Instrument Rentals
- Large Ensemble Tuition Assistance
- Local Transportation Assistance
- Private Lesson Stipend
- Summer Study Funding



## Program Components



## Financial Support



# Key Programmatic Offerings

**Advisory Meetings/Support Plans/Individualized Curriculum:** A hallmark of the Pathways approach is an individualized curriculum plan designed to support the unique needs of each fellow. Pathways programs require regular advisory meetings with each fellow, their parent/guardian, their private teacher, and their program manager to review the fellow's goals and progress related to their unique curriculum plan. These meetings help ensure fellows are on track for their musical development, prepared to successfully audition into top music schools, and ready to enter the next phase of their musical journey.

**College Preparation Advising:** Pathways programs prepare fellows to successfully audition at top music schools and conservatories. Beyond musical training, programs often offer fellows college prep courses and/or individual college counseling sessions, mock audition opportunities, familial support through the application and financial aid processes, and financial support for accompanists, pre-screening recordings, and audition-related travel.

**Juries/Performance Reviews:** Often offered biannually, juries provide fellows with the opportunity to receive regular feedback and guidance concerning their musical development. Juries also allow a fellow's support team - parents, private teacher, and program manager - to evaluate each fellow's musical progression in relation to their individual curriculum plan.

**Mental Health and Wellness:** The emotional, psychological, and social demands of rigorous musical study can be daunting for any musician. Marking a twenty percent increase from our previous census, 61% of pathways programs provide mental health and wellness support to fellows. Support may be provided to all fellows or on an as needed basis and may also include performance coaching.

**Mentorship:** These offerings are provided according to the specific needs of each fellow. In addition to advisory meetings, fellows may also participate in group, peer, or 1:1 mentoring sessions. Fellows regularly have opportunities to learn from guest artists through workshops and masterclasses. Additionally, many programs offer mentorship to parents through regular check-ins, home visits, college and career preparatory sessions, and parent-led support groups.

**Music History and Music Theory:** Most Pathways programs offer music theory classes to provide fellows with a foundational understanding of music and prepare them for collegiate study. While fellows gain some historical context through their study of performance repertoire and private lessons, few programs offer structured music history courses.



**Performance Opportunities:** All Pathways programs provide fellows with various performance opportunities, including juries, recitals, mock auditions, and masterclasses.

**Financial Support:** Programs provide significant financial support to fellows in a variety of categories and in a variety of ways. Financial assistance in the following areas may be offered to all fellows or on an as needed basis.

- *Tuition Assistance:* Pathways programs provide financial support to ensure fellows have access to high-quality musical offerings, including private lessons, chamber and large ensembles, and summer study programs.
- *Instrument Access:* Many programs provide fellows with access to an instrument, which may include borrowing a program-owned instrument, covering the cost of a rental instrument, or offering funding to purchase an instrument.
- *Travel Assistance:* Travel assistance primarily includes travel for college auditions, summer study programs, competitions, local program-related transportation, and the Equity Arc Pathways Orchestra.
- *Other Assistance:* Some programs offer support for other expenses like instrument accessories, instrument repairs, sheet music, music books, accompanist fees, and audition recording costs.

## Fellow Expectations

Pathways programs provide both rigorous and holistic support for serious young musicians. In addition to high musical expectations, fellows are expected to actively participate in opportunities offered by their Pathways program. On average, fellows spend four and a half hours per week engaged directly in program offerings, which can include performance opportunities, classes/workshops, meetings, virtual sessions, and weekly private lessons.



To be successful in a Pathways program, fellows are expected to practice on average ten hours per week. Practice expectations may vary by program, by the age of the fellow, or at the discretion of the private teacher. Fellows are evaluated according to their preparation for lessons and their musical growth, not just the number of hours spent practicing. In total, fellows may spend fifteen or more hours per week in music activities as part of a Pathways program.

Many programs require fellows to attend an intensive summer study program each year. These opportunities offer settings for focused and intense musical growth, provide new musical perspectives and experiences, and expand each fellow's professional network of aspiring young musicians. Each year at our Pathways Orchestra we are encouraged by the number of fellows who know each other from previous participation in summer study programs.

While all programs support and encourage fellows in preparing to study music at the collegiate level, many also require a commitment to pursuing music in college as a condition of participation. These commitments, along with the intentional design of Pathways programs, reflect a shared vision of advancing equity in classical music and diversifying professional performance stages.



## Family Engagement

In addition to the student-focused programming and expectations, Pathways programs are committed to supporting and mentoring families. Regular communication between families and program staff is common among all programs, including advisory sessions to review fellow progress, check-ins, and 1:1 parent and staff meetings. Many programs also share weekly student updates with parents and program-wide newsletters with resources, reminders, and advice for continued success.

As fellows prepare for college auditions, many programs offer college preparation support specifically for parents. This support covers all aspects of the college process, including applications, auditions, and financial aid. Parents and fellows may also have opportunities to explore potential careers in music, helping them understand the expectations and skills needed for success in various musical careers and identify college programs that align with their goals.

Some programs also offer peer-to-peer engagement opportunities for parents. These may include a parent council or parent-led support group, and in some cases, new families may be paired with experienced mentor families who can help them navigate the expectations of their Pathways program and overall experience of raising an aspiring musician.

These supports for families underscore the unique Pathways approach to holistic musician development, ensure that parents have access to the information and tools necessary to support their students, and highlight the crucial role parents play in a young musician's journey.

## The Cost of Pathways

While Pathways fellows are largely able to participate in their programs at no cost, the expense of running a Pathways program is significant. On average, it costs \$9,370 to support one Pathways fellow per school year. In addition to staff salaries, major expenses include private lessons, tuition for ensembles and summer study, instruments and accessories, and travel related to college visits, summer programs, and festivals or competitions.

Operating budgets and financial resources vary depending on program structure and age. Some programs operate as stand-alone organizations while others rely on a parent organization or a host of partner organizations. For the 2023-2024 season, the average operating budget of Pathways programs was \$389,041. The highest budget was \$1,102,488 and the lowest budget was \$24,000.

The budget tiers listed below are included for each partner profile and will be a helpful reference for understanding the various financial models that exist within the Collective.

- Budget Tier 1: \$801,000 to \$1,000,000+
- Budget Tier 2: \$501,000 to \$800,000
- Budget Tier 3: \$201,000 to \$500,000
- Budget Tier 4: Up to \$200,000

## Accomplishments of the National Collective for Musical Pathways

The National Collective for Musical Pathways (NCMP) is an alliance of rigorous pre-college music training programs committed to removing barriers and accelerating the progress of BIPOC musicians. Launched in 2022 following months of strategic planning and roundtable conversations at the Chicago Youth in Music Festival and Summit, the Collective serves as an early and lasting example of Equity Arc's mission to collectively advance equity in classical music and support the field at large.



The Collective offers member programs with monthly forums to discuss challenges and best practices, opportunities to engage in working groups and data collection projects, access to instrument funding for fellows, and participation in the Equity Arc Pathways Orchestra.

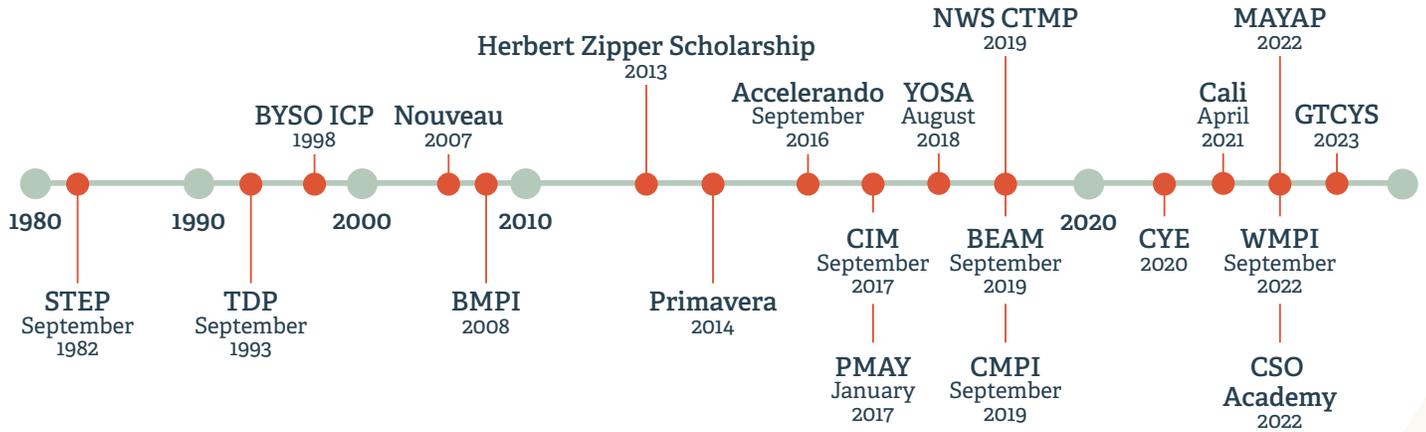
## Initiatives & Achievements

- **Collective Growth:** Since its inaugural year, the Pathways Collective has grown from 12 to 20 members, including eight new members in the last year. The development of new Pathways programs, as shown in the Pathways Collective History graph below, reflects both the impact and efficacy of the Pathways approach. As this success continues, Equity Arc remains committed to supporting the development of new Pathways programs and expanding the Collective.
- **Equity Arc Pathways Orchestra:** In 2024, the Equity Arc Pathways Orchestra marked its third season, featuring 59 fellows studying in Pathways programs across the country, and two alumni of Nashville Symphony's Accelerando. Fellows travelled to Nashville for a transformative musical experience which included rehearsals and a performance alongside members of the Nashville Symphony under the baton of Maestro Giancarlo Guerrero. Serving as ambassadors of their home Pathways programs, Fellows also participated in panel discussions, networked with institutional leaders, and toured the National Museum of African American Music and Vanderbilt University Blair School of Music. [Read the full report.](#)
- **Instrument Fund:** For musicians pursuing advanced study and professional performance careers, acquiring a high-quality instrument is imperative to progress. In response to feedback from the Collective, Equity Arc conducted a survey to assess the financial need among Pathways fellows seeking to purchase new instruments for collegiate study. The results revealed over \$1 million in need over three years. To address this need and expand access to quality instruments, Equity Arc successfully raised funds through the generous support of the Paul M. Angell Foundation to pilot our Instrument Fund. In 2025, the Fund will award \$150,000 to support musicians enrolled in programs that are members of the National Collective for Musical Pathways.
- **Pathways Alumni Survey:** Equity Arc continues to lead data collection projects on behalf of the Collective. In June 2024, Equity Arc partnered with the research firm Aim and Arrow to conduct a Pathways Program Alumni Survey. This survey provided holistic insights into the impact and effectiveness of Pathways programs in preparing fellows for collegiate study. These data projects highlight the effectiveness of the Pathways approach, identify areas where programs can deepen or expand their support for fellows, and serve as valuable resources for funding requests.



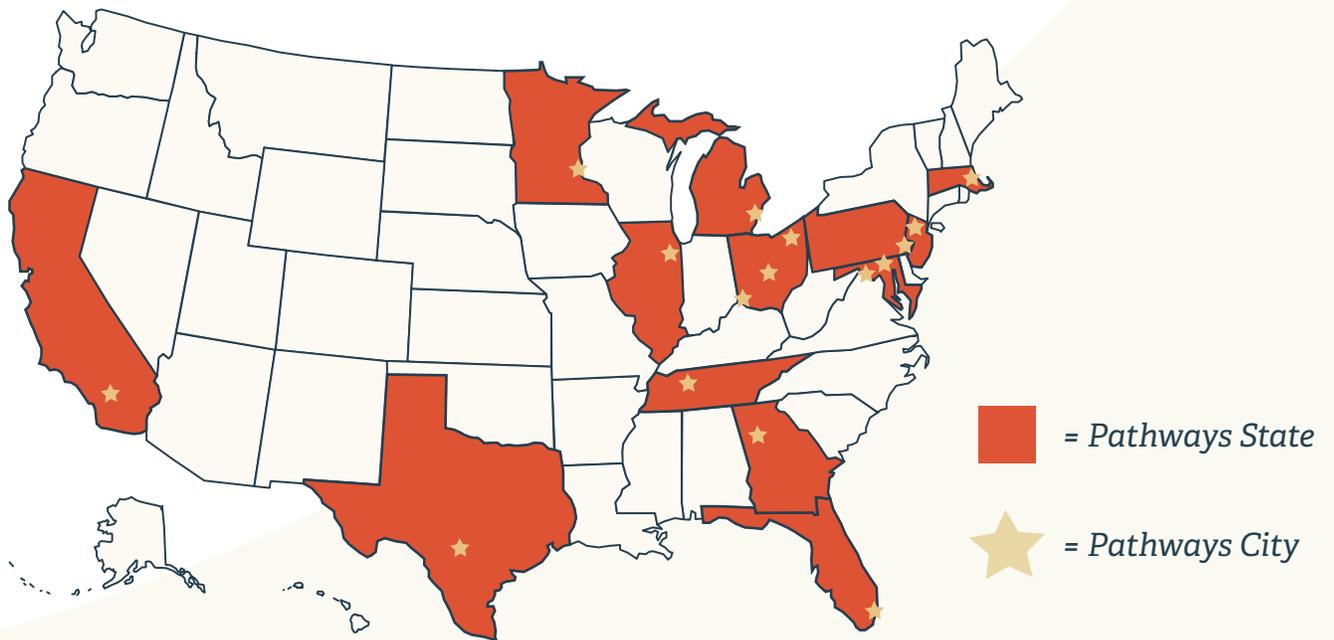
# Pathways Collective History

The following timeline shows when each program in the Collective was formed.



# Pathways Collective Geography

The map below shows a breakdown of the locations of each Pathways program across the country.

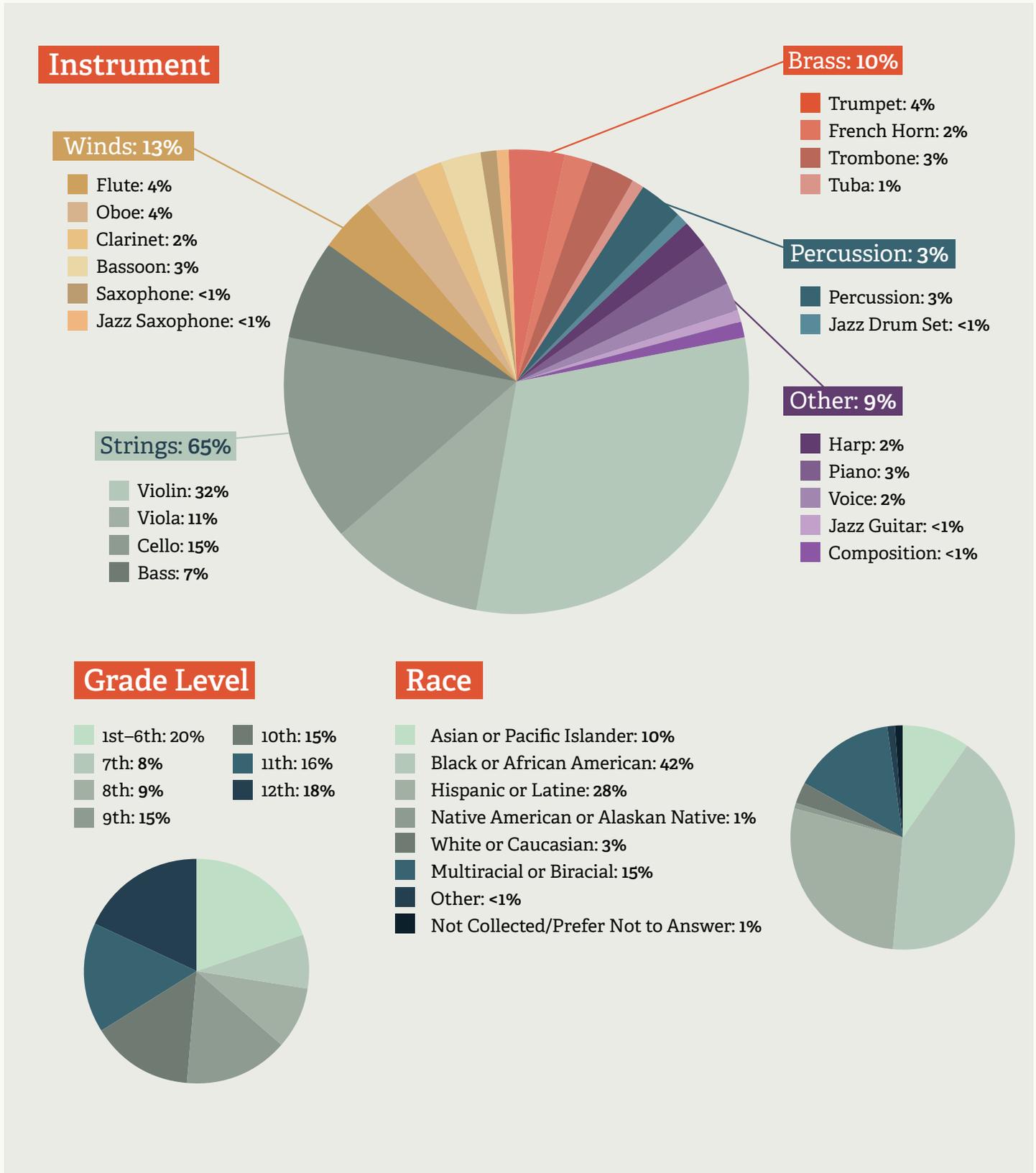


- |                |                |                 |                      |
|----------------|----------------|-----------------|----------------------|
| Atlanta, GA    | Cincinnati, OH | Los Angeles, CA | Philadelphia, PA (3) |
| Baltimore, MD  | Cleveland, OH  | Miami, FL       | San Antonio, TX      |
| Boston, MA (3) | Columbus, OH   | Montclair, NJ   | St. Paul, MN         |
| Chicago, IL    | Detroit, MI    | Nashville, TN   | Washington, DC       |

# FY24 Pathways Constituency Groups

449 fellows were enrolled in Pathways programs during the 2023-2024 school year; below is the breakdown of fellows by constituency group.

*Percentages are rounded to the nearest whole number*



## Pathways Class of 2024

96 musicians graduated from Pathways programs in May 2024. 84% of those graduates went on to study music in college and 74% are majoring in music.

2024 Pathways alumni study at the following campuses:

- Boston Conservatory
- Brown University
- Carnegie Mellon University
- Clark University
- Cornell University
- Eastman School of Music
- Emory University
- Harvard University
- The Juilliard School
- Lehman College
- Loyola University
- Lynn University
- McGill University
- Miami University of Ohio
- Middle Tennessee State University
- Montclair State University
- New York University
- Northwestern University
- Oberlin Conservatory of Music
- Pennsylvania State University
- Queens College
- Rice University
- San Antonio College
- Southern Methodist University
- Swarthmore College
- Temple University
- Texas Tech University
- Union College
- University of Massachusetts Amherst
- University of Memphis
- University of Miami
- University of Michigan
- University of Notre Dame
- University of Tennessee Knoxville
- University of Texas at Austin
- University of Southern California
- University of Virginia
- Vanderbilt University Blair School of Music

# Pathways Program Profiles

## Nashville Symphony's Accelerando



Nashville  
Symphony

LOCATION: Nashville, TN

LAUNCH DATE: 2016

TUITION COST: \$0

CURRENT NUMBER OF FELLOWS: 17

TOTAL NUMBER OF ALUMNI: 20

KEY PARTNERS:

- Vanderbilt University Blair School of Music

PARENT ORGANIZATION: Nashville Symphony Orchestra

BUDGET: Tier 3

### PROGRAM OVERVIEW

The Nashville Symphony's Accelerando initiative is an intensive music education program designed to prepare gifted young students of diverse ethnic backgrounds for pursuing music at the collegiate level and beyond. Accelerando seeks to create professional opportunities for musicians from ethnic communities underrepresented in today's orchestras by providing them with instruction, mentorship, performance experiences and assistance with applying to music schools. With access to the resources of a major American orchestra, these students will be able to realize their full potential and will form the next generation of orchestra musicians.

*“The Pathways manager’s meetings have helped us keep up with shared challenges and best practices. They allow us to share important information and build a sense of community throughout our seasons.”* –NCMP

## Boston BEAM



LOCATION: Boston, MA

LAUNCH DATE: 2019

TUITION COST: \$0 to \$3,381 (max)

CURRENT NUMBER OF FELLOWS: 25

TOTAL NUMBER OF ALUMNI: 18

KEY PARTNERS:

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

PARENT ORGANIZATION: New England Conservatory of Music

BUDGET: Tier 2

### PROGRAM OVERVIEW

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

*“This network has provided invaluable insights into managing conversations and optimizing our strategies, ensuring our efforts remain impactful and sustainable.”* —Sheila Esquivel, Former Program Director

**Note:** Boston BEAM has officially sunset, and the remaining funds have been disbursed to each partner organization to ensure all current fellows receive 100% tuition assistance at their respective institutions of study until they graduate. No new fellows have been accepted into the program.

# Cali Pathways Project



**MONTCLAIR STATE  
UNIVERSITY**

## John J. Cali School of Music

LOCATION: Montclair, NJ

LAUNCH DATE: 2021

TUITION COST: \$0

CURRENT NUMBER OF FELLOWS: 21

TOTAL NUMBER OF ALUMNI: 54

KEY PARTNERS:

- Kaufman Music Center
- New Jersey Symphony Youth Orchestra
- Wharton Arts

PARENT ORGANIZATION: Montclair State University

BUDGET: Tier 4

### PROGRAM OVERVIEW

Seeking to address inequities in music education, Cali Pathways identifies talented, motivated middle school and high school students, and assists them in breaking down the barriers that may otherwise preclude them from achieving their full musical potential. An individualized support plan is developed and adjusted yearly for each student. The Cali School will provide these students with educational and musical resources to advance their goals. This support may include acquisition of a musical instrument, private instruction, performance opportunities, on-campus activities, workshops and seminars, mentoring, tuition aid to summer camps, travel expenses to and from instruction, college preparation, and need and merit-based scholarships to the Cali School of Music at Montclair State University.

***“It’s been great to connect with other Pathways managers and discuss best practices.”*** —Tomoko Fujita, Program Coordinator Director

# Chicago Musical Pathways Initiative



LOCATION: Chicago, IL

LAUNCH DATE: 2019

TUITION COST: \$0

CURRENT NUMBER OF FELLOWS: 45

TOTAL NUMBER OF ALUMNI: 44

PARENT ORGANIZATION: Merit School of Music

BUDGET: Tier 1

## KEY PARTNERS:

- Chicago Symphony Orchestra
- Chicago Youth Symphony Orchestras
- Musical Arts Institute
- Ravinia Festival

## PROGRAM OVERVIEW

The mission of the Chicago Musical Pathways Initiative is to identify and develop gifted and motivated orchestral students from underrepresented backgrounds for acceptance into top-tier conservatory, college, or university classical music programs in preparation for careers as professional musicians. The initiative involves close collaboration and resource sharing among a diverse network of well-established non-profit Chicago youth and music-education focused organizations. Together, participating organizations work to identify talented, motivated students early in their training. Musicians selected for CMPI are carefully assessed and provided with comprehensive supports – musical and extra-musical (e.g., financial, instructional, academic, etc.) to remove many of the barriers to access that can discourage or derail the training of talented young musicians from underrepresented backgrounds before they are able to realize their full musical potential.

*“We have benefitted from participating in the Equity Arc Pathways Orchestra and Convening, which has inspired and fostered community among our fellows. We have also benefitted from the monthly Pathways Managers Zoom calls, and the creation of the Paul M. Angell Foundation’s Pathways Fund”*

*—James Hall, Project Director*

# Detroit Symphony Orchestra's Civic Youth Ensembles Senza Program



LOCATION: Detroit, MI

LAUNCH DATE: 2020

TUITION COST: \$0

CURRENT NUMBER OF FELLOWS: 20

TOTAL NUMBER OF ALUMNI: 3

KEY PARTNERS:

- Bowling Green State University
- Crescendo Detroit
- Detroit Harmony
- The Sphinx Organization
- University of Michigan

PARENT ORGANIZATION: Detroit Symphony Orchestra

BUDGET: Tier 2

## PROGRAM OVERVIEW

Senza: Without Limitations is a personalized curriculum of courses, mentorship, cultural experiences, community engagement, practical experience, and networking, driven by participants' experiences and goals. While the program design is individually responsive, there is a strong teamwork component; Senza is specifically designed to build a strong cohort of high school students who learn, lead, and grow together over their time in the program, and continue their involvement into their post-graduation years, through peer support and mentorship of new program participants.

*“Being a member of the National Collective for Musical Pathways has been an important part of my role with the Civic Youth Ensembles at the Detroit Symphony Orchestra. Not only have I been able to reconnect with old classmates, but I have also been able to meet other program managers from across the country. These new colleagues have provided me with valuable resources and tools to bring to my program and our students.”*

*—Chris DeLouis, Manager of Learning, Student & Program Development*

# Cleveland Institute of Music Musical Pathway Fellowship



LOCATION: Cleveland, OH

LAUNCH DATE: 2017

TUITION COST: \$0 for returning fellows; Need-based support provided for new fellows.

CURRENT NUMBER OF FELLOWS: 28

TOTAL NUMBER OF ALUMNI: 28

PARENT ORGANIZATION: Cleveland Institute of Music

BUDGET: Tier 3

## PROGRAM OVERVIEW

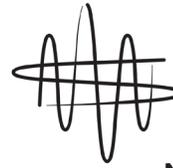
CIM's Musical Pathway Fellowship (MPF) provides exceptional artistic training for Black and Latinx students who are interested in studying classical music through the Academy. This immersive experience centers around performance while holistically supporting students through community building, mentorship and networking, academic support, college counseling, and audition preparation. Upon graduation, Fellows will be equipped to successfully audition for conservatory or university music school.

***“The Equity Arc events have been a tremendous stimulus to grow internally as a pathway program.”***

*—Rodrigo Lara Alonso, Musical Pathway Fellowship Advisor*

## College Track Mentorship Program

LOCATION: Miami, FL  
LAUNCH DATE: 2019  
TUITION COST: \$0  
CURRENT NUMBER OF FELLOWS: 6  
TOTAL NUMBER OF ALUMNI: 19  
PARENT ORGANIZATION: New World Symphony  
BUDGET: Tier 4



**New World Symphony**  
America's Orchestral Academy  
Michael Tilson Thomas, Artistic Director Laureate

### PROGRAM OVERVIEW

The New World Symphony College Track Mentorship Program (CTMP) serves up to ten young classical instrumental musicians (grades 8-12) from backgrounds underrepresented and underserved in classical music. CTMP provides each student in the program with the skills and resources necessary to apply and be admitted to any college, conservatory, or music program of their choice.

## Greater Twin Cities Youth Symphony Pathway Musicians Program

LOCATION: St. Paul, MN  
LAUNCH DATE: 2023  
TUITION COST: \$0  
CURRENT NUMBER OF FELLOWS: 4  
TOTAL NUMBER OF ALUMNI: 0  
PARENT ORGANIZATION: Greater Twin Cities Youth Symphonies (GTCYS)  
BUDGET: Tier 4



### PROGRAM OVERVIEW

GTCYS' Pathway Musicians Program nurtures the growth and talents of Black/African American and Latinx/Hispanic music students through a comprehensive, personalized support system. Through financial assistance and mentoring from a professional musician, this program helps students reach their fullest musical potential within GTCYS and beyond.

# Columbus Symphony Academy

LOCATION: Columbus, OH

LAUNCH DATE: 2022

TUITION COST: \$0

CURRENT NUMBER OF FELLOWS: 10

TOTAL NUMBER OF ALUMNI: 0

PARENT ORGANIZATION: Columbus Symphony Orchestra

BUDGET: Tier 4



## PROGRAM OVERVIEW

The Columbus Symphony Academy is an intensive musical training program designed for serious and passionate student musicians in grades 5-12 who would not otherwise have the resources to pursue music at the highest level. The Academy provides these young musicians with the essential musical experiences that will prepare them for success in a professional performance career in classical music.

*“I, and our program, have extremely benefitted from being a member of the National Collective. I have been able to engage with other experienced leaders in the Collective who have given me advice and feedback on situations that I’ve experienced as a brand-new program. The Collective has been very open and kind in sharing their willingness to help. It’s been wonderful to look at other programs and talk with leaders who can help me build the program and support my families as much as possible.”*

*—Madison Leonard, Academy Program Manager*

# Herbert Zipper Scholarship

LOCATION: Los Angeles, CA

LAUNCH DATE: 2013

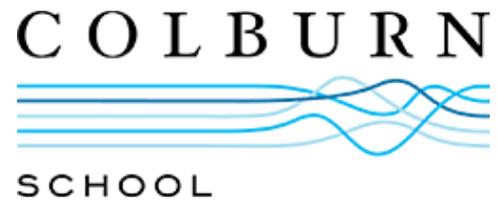
TUITION COST: \$0

CURRENT NUMBER OF FELLOWS: 33

TOTAL NUMBER OF ALUMNI: 124

PARENT ORGANIZATION: Colburn School of Music

BUDGET: Tier 3



## PROGRAM OVERVIEW

The Herbert Zipper Scholars program offers highly motivated, deserving students the opportunity to engage in comprehensive music education at Colburn, one of the nation's premier arts organizations. Herbert Zipper Scholars receive instruction in music theory, private lessons, and ensemble participation, among many other academic and performance opportunities.

*“It’s been great to have this platform to stay connected with other programs that do similar work. There is a lot of peer-learning and resource sharing that helps our program improve and grow.”* –Timothy Lewis, Program Manager

# Intensive Community Program

LOCATION: Boston, MA

LAUNCH DATE: 1998

TUITION COST: \$2,350 TO \$5,700 (before financial aid)

CURRENT NUMBER OF FELLOWS: 94

TOTAL NUMBER OF ALUMNI: 75

PARENT ORGANIZATION: Boston Youth Symphony Orchestras

BUDGET: Tier 1



## PROGRAM OVERVIEW

The Intensive Community Program (ICP) is a nationally recognized instrumental training program in response to financial and cultural accessibility barriers preventing students from Boston and underrepresented communities from participating in classical music opportunities. ICP aims to serve students of color, including African American, Latin, Caribbean, and other populations historically underrepresented in classical music. Through an abundance of resources, including financial aid for orchestra tuition, weekly lessons, and instrument access, students are given the positive support and mentorship to accomplish personal goals, develop high aspirations and achieve musical excellence.

*“We have loved being a member of the National Collective for Musical Pathways. The monthly meetings have been informative and an important way to connect with programs around the country. Our students loved participating in the Summit. The common application for summer festivals was also tremendously helpful for our students.” —Nicole Cariglia, Artistic Director*

**Note:** With the sunsetting of the Boston BEAM pathways program, BYSO’s Intensive Community Program has accepted BEAM fellows. As part of the sunsetting planning process, Boston BEAM fellows who transferred to a partner organization receive 100% tuition assistance through graduation.

# Marian Anderson Young Artist Program

LOCATION: Philadelphia, PA

LAUNCH DATE: 2022

TUITION COST: \$115

CURRENT NUMBER OF FELLOWS: 16

TOTAL NUMBER OF ALUMNI: 0

KEY PARTNERS:

- Curtis Institute
- Temple University

PARENT ORGANIZATION: Play On Philly

BUDGET: Tier 4

The Marian Anderson

**YOUNG  
ARTIST**

— PROGRAM —

## PROGRAM OVERVIEW

The Marian Anderson Young Artist Program aims to serve those individuals whose communities have historically been excluded from the highest levels of musical excellence due to structural barriers in our country. Anderson Artists and their families commit themselves to the dedication necessary to excel in the fields of classical and jazz music. Anderson Artists' programming is tuition-free for accepted students.

*“I love the network that the Collective provides not only for the staff, but for the students. The convening was an exceptional way to enhance all of the above and provide a place for our Artists to connect to others nationally.”*

*—Anna Meyer, Program Manager*

## Nouveau Pre-Conservatory Track



LOCATION: Cincinnati, OH

LAUNCH DATE: 2007

TUITION COST: \$0

CURRENT NUMBER OF FELLOWS: 3

TOTAL NUMBER OF ALUMNI: 58 total; 7 Nouveau Fellowship alumni

PARENT ORGANIZATION: Cincinnati Symphony Orchestra

BUDGET: Tier 4

### PROGRAM OVERVIEW

The Nouveau Program nurtures student musicians from backgrounds that are underrepresented in orchestral music. Nouveau members receive weekly chamber coaching, perform throughout the season, and participate in age-appropriate workshops and activities. Students who plan on pursuing a career in music may audition for the Nouveau Pre-Conservatory Track, a comprehensive training experience for students offering weekly private lessons, music theory, advising, large ensemble participation, and financial assistance for summer music study and college auditions.

*“Hearing from other programs is always helpful. Our program is always evolving to create the most beneficial experience for the student and their family.”*

*—Carol Dunevant, Director of Learning*

# Philadelphia Musical Alliance for Youth Artists' Initiative



LOCATION: Philadelphia, PA

LAUNCH DATE: 2017

TUITION COST: \$0

CURRENT NUMBER OF FELLOWS: 35

TOTAL NUMBER OF ALUMNI: 55

KEY PARTNERS:

- Musicopia
- Philadelphia Orchestra
- Philadelphia Sinfonia Association
- Philadelphia Youth Orchestra Music Institute
- Project 440
- School District of Philadelphia
- Settlement Music School
- Temple University Music Prep

BUDGET: Tier 2

## PROGRAM OVERVIEW

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

*“Our students have particularly enjoyed the pathways festival experience and found the summer program common app useful.”* —Najib Wong, Program Director

## Primavera Fund

LOCATION: Philadelphia, PA

LAUNCH DATE: 2014

TUITION COST: \$0

CURRENT NUMBER OF FELLOWS: 14

TOTAL NUMBER OF ALUMNI: 28

KEY PARTNERS:

- The Norman Holland Hull Instrument Library
- Brevard Music Center
- Kinhaven Music School
- Interlochen Center for the Arts
- Panetiere Partners
- Philadelphia Youth Orchestra Music Institute
- Point Counterpoint Music Camp
- Settlement Music School

BUDGET: Tier 3



### PROGRAM OVERVIEW

The Primavera Fund focuses on the individual needs of each Primavera Artist, preparing them for acceptance into the world's top conservatories and university music programs, and ultimately for a life in music that is dynamic and sustainable. Primavera provides comprehensive mentoring and funding—generally all musical activities, supplies, and related costs are covered, including instruments. Artists also participate in seminars, masterclasses, and musicianship development throughout the year

***“It has been wonderful to see the NCMP 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 and Development Director*

## Project STEP

LOCATION: Boston, MA

LAUNCH DATE: 1982

TUITION COST: \$350

CURRENT NUMBER OF FELLOWS: 55

TOTAL NUMBER OF ALUMNI: 73

KEY PARTNERS:

- New England Conservatory
- Boston Symphony Orchestra

BUDGET: Tier 1



### PROGRAM OVERVIEW

Spending up to 12 years in Project STEP, students are challenged to achieve and maintain high levels of musicianship. The perseverance, social and leadership skills, self-discipline, confidence, problem solving skills, and strong work ethic they develop in the process prove to be invaluable in their future musical and non-musical pursuits. Project STEP students gain deep skills, as well as learning and career opportunities that make them role models and mentors in their families and communities.

***“Equity Arc’s gathering was very productive because it gathered many different walks of life in the same room (admin, deans, college faculty, El Sistema programs etc.).”***

*—Josefina Guzmán, Program and Communications Manager*

# Talent Development Program

LOCATION: Atlanta, GA  
LAUNCH DATE: 1993  
TUITION COST: \$0  
CURRENT NUMBER OF FELLOWS: 25  
TOTAL NUMBER OF ALUMNI: 150  
PARENT ORGANIZATION: Atlanta Symphony Orchestra  
BUDGET: Tier 3



**Atlanta  
Symphony  
Orchestra**  
Talent Development  
Program

## PROGRAM OVERVIEW

The Talent Development Program (TDP) is designed to identify, mentor, and develop middle and high school students for careers as professional classical musicians. TDP provides wraparound support to its students, including music lessons with members of the Atlanta Symphony, performance experiences and coaching for recitals, and music jury evaluations to keep track of each student's progress on their individual instruments. TDP students also receive tuition assistance to summer music programs, audition preparation assistance, and one-to-one mentoring and coaching.

*“I believe this national collective has been very successful in keeping the network of pathway programs (new and existing), orchestral/music organizations, and aspiring music students consistently engaged with each other each year. I have benefited personally from connecting with my colleagues who understand the very same aspects of running a program at this level and are able to advise me in areas that can improve the program I manage, foster better relationships between our students and instructors, and help with any conflict resolution areas.”* —Ryan Walks, Program Manager

# Washington Musical Pathways Initiative



Washington Musical Pathways Initiative

LOCATION: Washington D.C.

LAUNCH DATE: 2022

TUITION COST: \$0

CURRENT NUMBER OF FELLOWS: 34

TOTAL NUMBER OF ALUMNI: 14

KEY PARTNERS:

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

BUDGET: Tier 3

## PROGRAM OVERVIEW

Washington Musical Pathways Initiative provides comprehensive musical support to aspiring professional musicians, including tuition scholarships, mentorship, extra-musical support, and other unique opportunities for dedicated young musicians in their personal musical journeys.

*“Having the collective to talk to, hear experiences, and share resources has been monumental in the health and growth of WMPI.”* —Angela Hamilton, Program Manager

# Youth Orchestras of San Antonio Rising Star Fellows



LOCATION: San Antonio, TX

LAUNCH DATE: 2018

TUITION COST: \$0

CURRENT NUMBER OF FELLOWS: 11

TOTAL NUMBER OF ALUMNI: 13

PARENT ORGANIZATION: Youth Orchestras of San Antonio

BUDGET: Tier 4

## PROGRAM OVERVIEW

YOSA Rising Star Fellows provides intensive support to promising young Black, Hispanic/Latinx, and Native American musicians. A select number of musicians become Rising Star Fellows each year and go on to receive support throughout their high school career, including financial support for YOSA tuition, summer camps/workshops, and private lessons. Rising Star Fellows also provides students with dedicated mentorship, which includes fall and spring juries and advisement meetings, access to masterclasses and workshops, and an individualized curriculum.

*“YOSA has benefitted greatly from attending the yearly Equity Arc conferences – for me, it is coming together collectively and sharing ideas, obstacles, and finding out what we have in common. I’ve come away with so many great ideas.”*

*—Gary Fair, Program Coordinator*

# Conclusion

This census represents Pathways programs with a wide range of organizational structures, budget sizes, staffing models, and student eligibility requirements, highlighting the many ways these programs serve their communities. Established programs and those operating within a parent organization often benefit from larger operating budgets, sustained by stable funding sources and strong community partnerships. While operating with more limited financial resources, newer programs often enjoy greater adaptability and benefit from the resources of the Collective, including shared best practices and mentorship from more established programs.

Staffing models also vary significantly across Pathways programs. Some are managed by full-time teams, while others rely on part-time staff. Programs that are part of a larger organization may receive staffing support from individuals whose roles include responsibilities beyond the Pathways program.

As existing Pathways programs grow and new ones are developed, the overall reach and impact of the Pathways approach continues to expand. In the 2023-2024 school year, 449 students were enrolled in Pathways programs, up from 371 the previous year. In addition to serving more students, Pathways programs are also focused on deepening the quality of support they provide. Notably, program offerings related to mental health and wellness increased by 20% since the previous census. This increase reflects a growing recognition of the importance of mental health and a commitment to investing in resources that support student well-being.

Equity Arc is encouraged by the progress and impact of our shared efforts with the Collective. The Pathways Orchestra remains a cornerstone of this work, providing students with meaningful musical experiences and connections that support their artistic and professional growth. The Collective's continued growth underscores the demand for Pathways programs, while the ongoing success of Pathways alumni highlights the effectiveness of the Pathways approach. We look ahead with renewed energy and purpose to our shared mission of supporting exceptionally talented students of color in their pursuit of careers as professional musicians, ultimately advancing equity in classical music.



**EQUITY ARC**