



Report on Schulich School of Music Diversity Actions

Diversity is one of the five directions identified as top priorities in the Schulich School of Music's Strategic Plan. We have committed to taking action in three broad areas. Here is what we have accomplished this past year:

1. Diversify our community by implementing strategies to recruit underrepresented populations

Student body:

- Fundraising for the creation of scholarships targeting underrepresented groups was started in Fall 2019; funding increased by 74% in 2020/21.
- An advisory group of prominent Black alumni was established in Fall 2020, with whom we plan to partner on outreach activities for student recruitment.
- The Dean funded a temporary position to gather information about effective diversity recruitment strategies in other institutions, as background for our own program development. The preliminary work will take place Summer 2021.

Academic staff and visitors:

- A job search for a new tenure-stream Jazz Studies position was carried out in Winter 2021 as part of McGill's Anti-Black Racism Action Plan. Results to be announced soon.
- All academic areas in the School were encouraged to increase the number of visiting scholars and performers who come from underrepresented groups and/or who represent diverse viewpoints. Many areas responded enthusiastically. To better measure our progress, an Equity survey for visitors was developed in Fall 2020 to establish a demographic baseline.
- The McGill Music Graduate Students' Society dedicated funding to support visitors from underrepresented groups in 2020/21.

2. Improve equity, diversity and inclusion in personal awareness and practices

Champions for increased awareness:

- In order to establish a permanent official structure to promote and coordinate EDI initiatives in the School, a Standing Committee on Equity, Diversity and Inclusion was approved by Faculty Council in Fall 2020. The Committee, with members representing faculty, students, and administrative staff, began its work in Winter 2021.
- The five faculty members on the Committee attended training sessions in their role as Equity Advisors. They are trained to receive disclosures from individuals in the School and connect people to appropriate resources.

- The names of the [Equity Advisors](#) are now posted on the Schulich website. Personal statements are in development.

Developing best practices:

- A working group was formed in Fall 2020 to draft School-wide guidelines for respectful, inclusive faculty-student interaction. After a period of consultation with the community, a final document was approved by Faculty Council in Winter 2021.
- The resulting [Guidelines for Faculty-Student Interaction](#) are now posted online.
- The EDI Committee has developed a plan for ongoing dissemination and promotion of the Guidelines, to be implemented in Fall 2021.
- The EDI Committee will develop a plan to schedule regular workshops in the School of Music addressing a range of relevant issues, for the benefit of students, faculty and staff.

3. Enhance the diversity of repertoire, curriculum and teaching modalities

Curricular diversity:

- In Fall 2020, workshops for Area Coordinators and Ensemble Directors were facilitated by McGill's Equity Office to establish a shared understanding of curricular diversity.
- Discussions were carried out in every Area and Ensemble program involving instructors and students, to define curricular diversity in each area/program and establish concrete strategies and targets for diversifying the curriculum/repertoire. Reports were submitted to the EDI Committee Winter 2021.
- The EDI Committee began its review of the Curriculum Diversification Reports in Winter 2021. The Committee will offer feedback and support during the implementation phase starting Fall 2021.