



Nashville
Symphony

ACCELERANDO

The State of Diversity in U.S. Orchestras

79%	White
9%	Northeast Asian
2.5%	Hispanic/Latino
1.8%	African American/Black



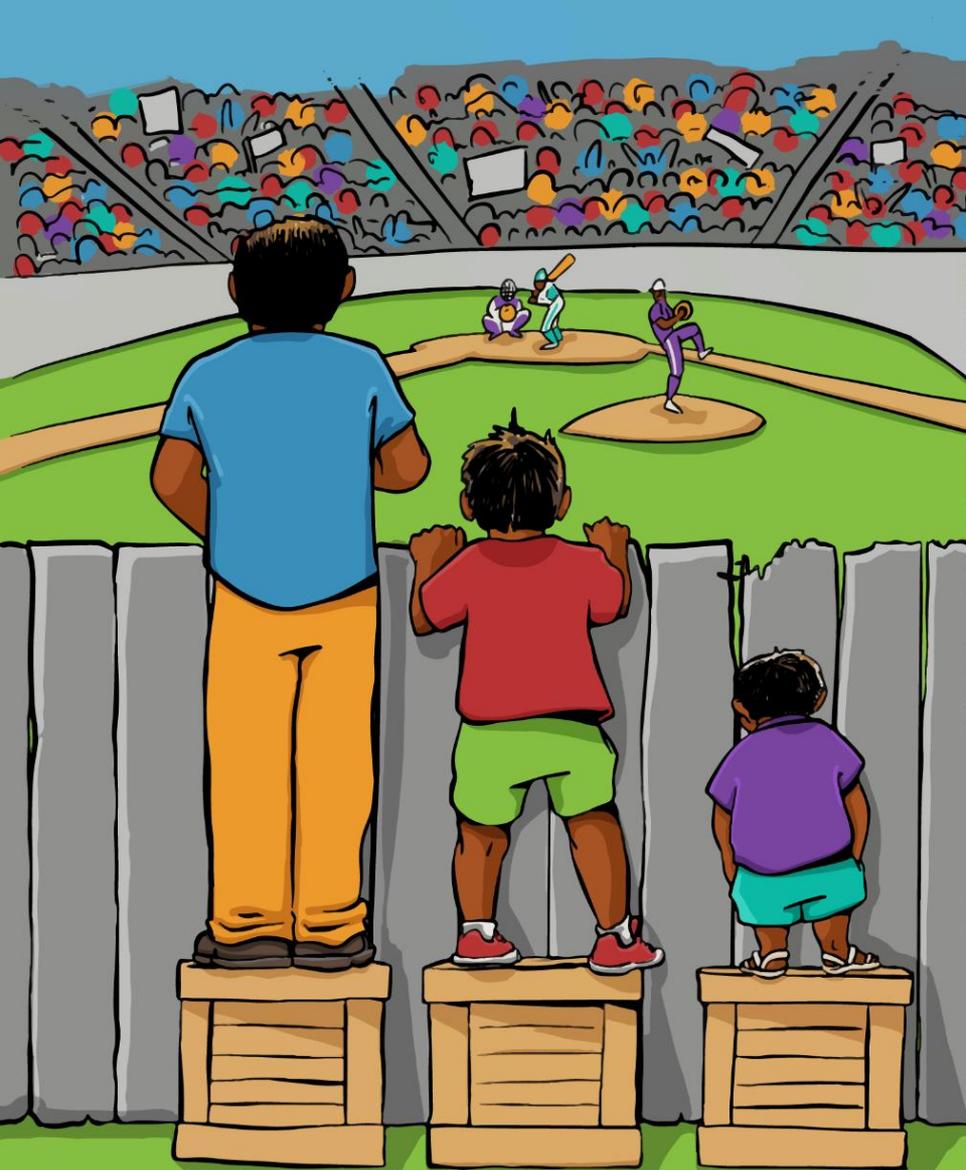
The percentage of musicians of color employed by smaller orchestras is more than double the percentage of those employed by larger American orchestras.

Conversely, conductors of color are more likely to be employed by larger orchestras than by smaller orchestras.

- Blind Audition
Implementation- 1970's
- Increase in women
advancing past
preliminary rounds by
50%
- Most major orchestras
discontinue blind
auditions in the final
round



**Orchestrating Impartiality: The Impact of "Blind" Auditions on Female Musicians*
-Claudia Goldin & Celia Rouse



EQUALITY



EQUITY

Nashville Symphony's Strategic Plan

- Build a diverse Board of Directors
- Build a diverse administration & staff
- Make strategic decisions with programming and guest artists/conductors
- Develop Accelerando initiative

Continuing Diversity Efforts

- Unconscious bias and anti-racism training
- Workplace respect training
- Materials and marketing translation
- Sensory friendly training for musicians & staff
- All family concerts are sensory friendly

Sensory Friendly: accommodations and modifications for people with autism or other disabilities

Accelerando Mission

To prepare gifted young musicians of diverse ethnic communities to pursue music at the collegiate level and ultimately impact the diversity of professional orchestras.

Launch Timeline

Research/Design—Summer 2015

Funding—December 2015

Recruiting—Jan/Feb 2016

Auditions—March 2016

Finals—Summer 2016

First Class—Fall 2016



Summer
2015



Atlanta
Symphony
Orchestra **Talent**
Development
Program





December
2015

Funding

THE
ANDREW W.

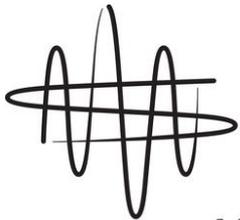
MELLON
FOUNDATION

Funding for 75% of the program for the first six years

Community Partners

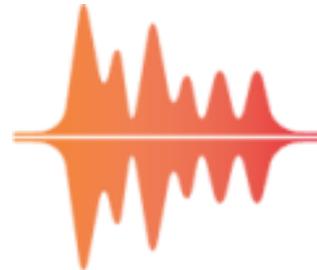


VANDERBILT
BLAIR SCHOOL OF MUSIC



New World Symphony

America's Orchestral Academy
Michael Tilson Thomas, Artistic Director



MUSIC MAKES US
inspire. create. perform.



conexión
a m é r i c a s



Choral Arts Link
Training. Development. Advocacy.

Program Overview



Program Components

- Weekly Private Lessons
- Music Theory/Music History Classes
- Youth Orchestra Participation
- Classical Series Concert Tickets
- Solo & Chamber Performance Opportunities
- Summer Camp and Festival Attendance
- Collegiate & Career Counseling
- Monthly Masterclasses



Weekly Student Schedule

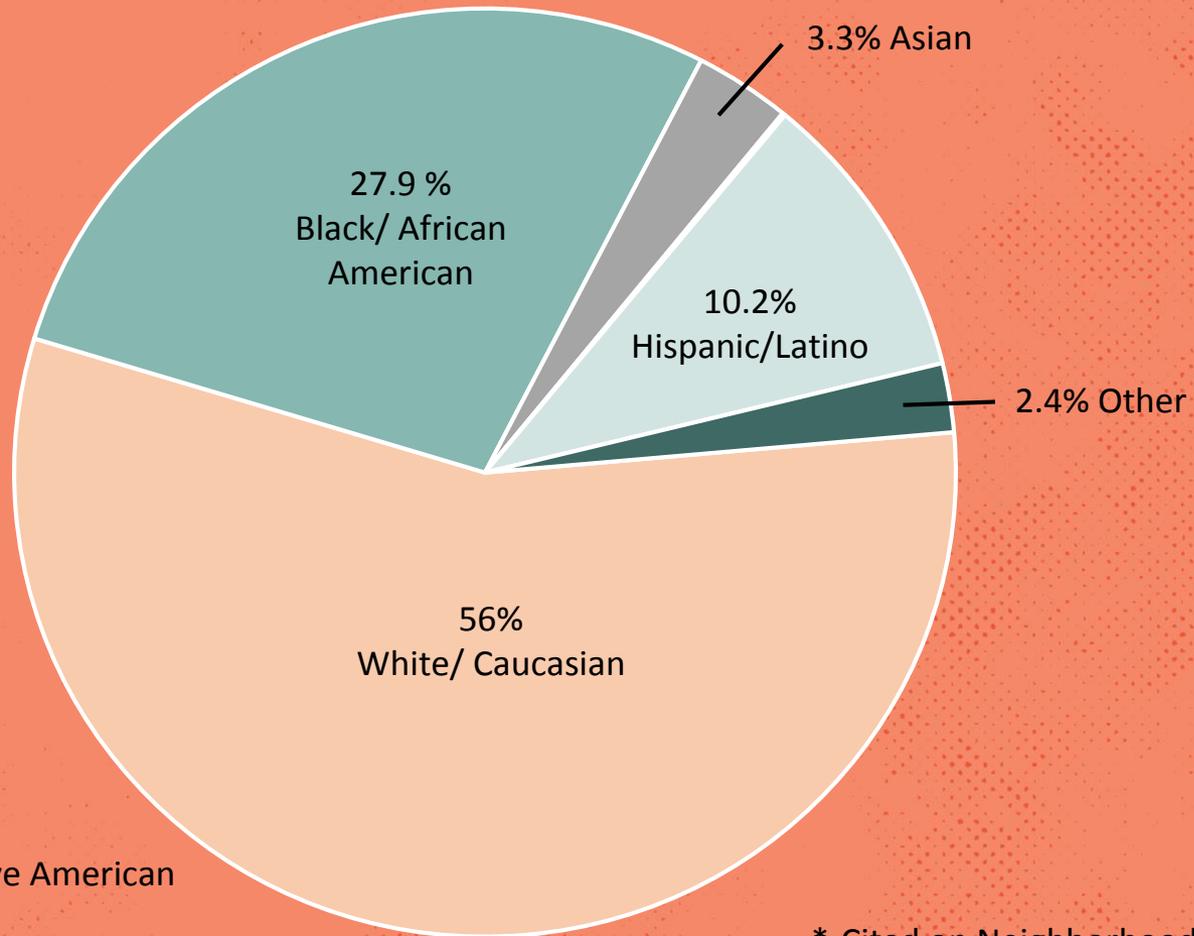
Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	Theory Class	Youth Orchestra		Masterclass (monthly)	Classical Series Concert	Private Lesson

School music ensemble participation is required, including regional & state honor band/orchestra auditions



Nashville Demographics

Nashville, TN Racial and Ethnic Diversity



Not Noted Above:

0.1% Pacific Islander

0.3% Alaskan & Native American

* Cited on [Neighborhoodscout.com](https://www.neighborhoodscout.com)

Current Accelerando Demographics

- African American
- Filipino
- Latino
- Pakistani
- Syrian
- Taiwanese
- Two or More Races





Challenges

- Student Transportation
- Family Support
- Facility Use
- Community Awareness

Solutions

- Volunteer Advocates
- Community Mentors
- Community Partner Facilities
- Interpreters and Translators

Student Achievements 2016 & 2017

- 82% Acceptance to regional honor band/orchestras
- 33% Acceptance to state honor band/orchestras

- Student lesson with Paul Edmond-Davies
- New World Symphony Fellows visit
- Michael Tilson Thomas Town Hall Masterclass
- John Williams meet and greet rehearsal
- Zac Posen Fashion Show performance
- Steven Tyler instrument presentation



Beyond Nashville

- Tennessee Music Teachers Association Conference (2016)
- SPHINX Connect (2016, 2017 & 2018)
- League Of American Orchestras Conference (2016 & 2017)
- Tennessee Arts Academy (2016 & 2017)
- Gateways Music Festival (2017)
- American String Teachers Association Conference (2018)
- Association of British Orchestras Conference (2018)
- Tennessee Music Educators Association (2018)



ACCELERANDO
Creating a Pathway to Diversity