

Cook Ross Breakout Session Notes

- Members of the session had never seen the executive summary before. Recommendations need to be more visible and more widely known than they are now.
- Majority of members felt the cultural recommendations were the most important.
- Many felt that prioritizing DEIA Honors Ensembles would be a good immediate first step. It would be visible, and it would need to trickle down to the states to be effective. It can't be done at just one level.
- Most felt that formally partnering with the Institute for Composer Diversity and heavily promote the Composer Diversity Database was an excellent idea. Some others felt that the database might be limited and that an institute of genre diversity was important to truly expand DEIA in music education.
- Creation of resources for DEIA at all levels. Work with state MEAs to develop this. It can only work if state MEAs are working with NAFME and holding themselves accountable.
- PD and advocacy resources for DEIA may be the two most important resources that can be created. These can serve as a template for state MEAs to create as well.
- NAFME Affinity Groups provide a space where historically marginalized groups can connect, feel safe and support one another. Ensure all groups are open and accepting to all NAFME members, so knowledge sharing can excel.
- Need to create a webinar series on best practices for DEIA and other marketing tools that people listen to (podcasts). Also,
- The Cook Ross measures seem concrete and actionable. It would be nice to see NAFME target at least a couple of these by the end of the year to show that they are making progress.

- Membership was probably the second most talked about recommendation. Barriers to membership are incredibly important. NAFME's current technology and payment issues may be a barrier in bringing in new and diverse members.
- Some strongly support a change in pay structure that includes fee adjustments.
- Create a marketing plan with a national resource that recruits new members. Again, state involvement key.
- NAFME should consider the fee structure of the International Society for Music Education which is based on member salary. It has incorporated more people from different countries this way.

- Many feel Revising bylaws is a strong course of action, but we need to encourage states to do something similar. It's a tangible change people can see quickly. We need to create opportunity at both national and state leadership positions. Perhaps follow the SMTE model to representation on the board.
- The best way to create access is to have kids interested in music early. This means a stronger commitment to PD and advocacy at the pre-K and K level.

- States need guidance on who to partner with on these issues. Not all states have HBCUs and other minority institutions. Who can we partner with? National office could be helpful here.

- How do we hold volunteer leaders accountable? That is harder to do than in paid positions. Defining how we hold our leaders accountable is important