The Peabody Diversity Committee

The Peabody Institute Diversity Committee’s charge is to foster and sustain an inclusive and respectful environment for all members of the Peabody community. The committee serves to make recommendations to Senior Leadership on diversity related issues and to sponsor initiatives aimed at understanding and honoring the importance of differences in our community. The committee also serves in an advisory capacity to assist Senior Leadership in the management of diversity-related concerns.

The Diversity Committee was reactivated in February 2013 with a new chair and has focused on improving communication about diversity activities and needs within the larger Peabody community, serving as a conduit for information and a guide to groups in need of publicity and support. Such activities have included the following:

• Meeting with the Dean of Students to support greater diversity in selection of residential assistants
• Meeting with Dean of Students to analyze academic support for the increasingly diverse student body through the hiring of a study skills expert
• Support of religious diversity by sponsoring a student led Concert of Defiance in remembrance of the Holocaust and other genocides and attending a student organized Seder
• Analysis of publicity for Black Student Union Soulful Expressions concert in order to improve attendance
• Meeting with Dan Trahey to review ways to support efforts to link Peabody and the community and to increase the pathways to Peabody for underrepresented minorities. Specifically, Committee Member Marian Hahn is developing a program to bring areas schools to special Thursday Noon Chamber concerts.
• Support of Diversity Innovation Grant competition
• Placement of “Be Heard” diversity suggestion box in student lounge to encourage community engagement in diversity issues and open dialogue about community needs.
• Working with International Student Advisory Committee to support both integration of international students into the larger community and increased awareness of Peabody’s wealth of international cultures.

In the planning stages are several Diversity Committee programs, including the following:

• Panel of international faculty and students to discuss their contributions to and “assimilation” into the Peabody community
• Panel of representatives from the University’s Interfaith Center to explain the foundations of their respective faiths.
• Lessons in pronunciation of Chinese, Korean, Japanese, and other languages to facilitate calling students by their given names.
• Concert of international music by international students
• Enhanced support of vital community outreach programs such as Junior Bach, Tuned in, Orch Kids, and Creative Connections
• Enhanced support of diverse student groups through assistance with publicity
• Thursday noon Chamber Concerts for city school students
• Inclusion of Peabody musicians in Baltimore outdoor events, such Mount Vernon’s First Thursdays, May Mart, and Book Fair.
• Working with the Development Office to find funding for diversity activities

Diversity Committee Chair Patricia Palmer and member Judah Adashi submitted proposals that were accepted for presentations at the JHU Diversity Committee annual meeting in October. Their presentations will deal with integration of international students into the academic and social community and interactions with the community.