Peabody Diversity Committee (PDC) Report to the JHU Diversity Leadership Council June 6, 2012

The Peabody Diversity Committee seeks 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 difference in our community. The committee also serves in an advisory capacity to assist Senior Leadership in the management of diversity-related concerns.

Goals
Examine existing formal and informal structures that inhibit Peabody from being more inclusive and recommend changes that foster greater inclusion.
Initiate policies/programs to enrich awareness of and respect for diversity at Peabody.
Encourage and support student-directed projects to honor and celebrate the diversity of our student population.
Support and, when appropriate, initiate projects aimed at increasing the number of underrepresented minorities in the Peabody community.

- Activities/events during the 2011-12 academic year that enhance cultural diversity;
  a) Black Student Union (BSU) is a student organization at the Peabody that helps to establish a network and support system for Peabody’s African American student body.
     1. Participates in and supports music workshops and programs.
     2. Participates in the annual LINKS concert at the JHU Applied Physics Lab.
     3. Holds annual bake sales and presents a spring concert, Soulful Expressions, to help fund and support programs within the black community.
  b) Gay-Straight Alliance is a group of diverse individuals who want to make Peabody a supportive and welcoming environment for the gay community. The group raises awareness of issues to the community by providing a forum for discussion and encouraging diverse viewpoints. Their activities this academic year included:
     1. Screenings of gay-themed movies each semester with discussion after the movie. This year's films included 'The Celluloid Closet' and 'Philadelphia'.
     2. Celebrated National Coming Out Day in October by asking those in the community to share their own coming out stories.
     3. In October, the GSA hosted the reception for the Peabody Wind Ensemble concert. This event also coincided with Family Weekend.
4. Helped coordinate the 2nd Annual Inter-Hopkins LGBT Ball on April 13, where over 150 members of the Hopkins community came together for a successful event.

5. On April 20, recognized the National Day of Silence with a table providing stickers and information so that students can participate and show their support.

c) English as Second Language classes focus on building language skills to introduce international students to American culture and to support their success at the Conservatory.

1. Thanksgiving Dinner (November 2011)
The Residence Life Office hosted a Thanksgiving dinner for residential students. The aims of the program were to create a more inclusive environment for all students and to encourage them to sit with individuals with whom they would not normally sit. There was also an explanation of Thanksgiving traditions as a way to teach International students about the Thanksgiving holiday in the United States.

2. Holiday Floor Decorating (December 2011)
Each residence hall floor worked together to design and to decorate a non-denominational holiday display in the common lounge area. This theme was then carried to the bulletin boards that Resident Assistants were required to do for the month of December. Several floors incorporated holiday traditions and cultures from the home countries of the residents.

- Student Affairs activities that enhance cultural diversity;
  a) Buddy Program (August 2011) — For the past five years, the Peabody Buddy Program has been very successful. For the first two years, the program helped new International students transition and adjust into their new environment by matching them with current Peabody students. The Buddy Program was expanded to include ALL incoming first year students and all graduate International students in 2009. Each current Peabody student who participated in the program was assigned one or more buddies. Before Orientation, each current student contacted his or her buddies via e-mail, and helped assist with any questions the new students had about both Peabody and Baltimore City. Current Peabody students met with their buddies at the Ice Cream Social event held during Orientation Week.

b) Preventing Harassment and Discrimination session (August 2011) — For the past four years, all new undergraduate and graduate students are required to attend this mandatory session during Orientation Week. The purpose of this session is to educate students about the University policies regarding non-discrimination and preventing sexual harassment. Federal and state laws are also explained and
case studies are discussed in an interactive manner. Resources and contact information are shared with students so that they can file complaints of discrimination or explore ways to address such misbehavior. In 2011, added a new training component called, "OUCH: That stereotype hurts" to help dispel stereotypes and promote civil and respectful interactions on campus.

c) Safe Space Training for Peabody’s Resident Assistants at Maryland Institute College of Art (January 2012) -- The purpose for the training was to develop specific skills and knowledge to establish a visual network of support for Gay, Lesbian, Bi-sexual and Transgender community members on campus. Its primary mission is to create a safer, more inclusive environment on campus and encourage networking among faculty, staff, and students.

d) Mongolian New Year Celebration (February 17, 2012) -- The Peabody Conservatory’s Student Affairs Office and the Mongolian Cultural Center hosted an event to celebrate Tsagaan Sar (White Moon), Mongolian New Year. There were performances by traditional Mongolian dancers and Mongolian, operatic songs, a lecture on the history and culture of Mongolia, a presentation on Mongolian script, and Mongolian New Year’s food to celebrate the culture and traditions of Mongolia. This event was initiated by Peabody’s only Mongolian student, Saran Erdenebat, who is a vocal performance major in the Graduate Diploma Program.

- Community outreach programs that bring underrepresented groups to campus and/or that bring college personnel to community groups (i.e., schools, youth groups, community or civic associations, nonprofit organizations, etc.);

Peabody Preparatory Division:

a) Estelle Dennis/Peabody Dance Training Program for Boys -- For young males, age 9-15, with a keen but unfulfilled interest in dance who live in Baltimore City or County. Tuition-free training focusing on basic ballet plus introduction to various contemporary dance forms and with opportunities to participate in trips to professional dance performances.

b) Tuned-In Program – Program offers full Peabody Preparatory scholarships to promising public school music students. Includes opportunities to work with accompanists and for student and their families to attend concerts and other cultural events around Baltimore. The Tuned-In students also represent Peabody by performing in the community for such events as ArtScape.

c) OrchKids – Peabody is one of several community partners led by the Baltimore Symphony Orchestra that offers music outreach to Baltimore City public school students in the form of lessons and performance opportunities.

d) Music Teacher Mentor Program – This program continues to serve Baltimore City music teachers.
e) East Baltimore Community School – Peabody is partnering with the JHU School of Education to offer Preparatory programs after school in East Baltimore. This summer Peabody will partner with CTY at ECBS on a six-week program.
f) Preparatory String Department participated in May 2012 in a string festival with other Baltimore programs (TWIGS, Bridges, BTEC and OrchKids).

Peabody Conservatory Division:
a) Creative Access is a volunteer student organization of the Peabody Conservatory dedicated to enriching the lives of disadvantaged audiences in the Baltimore community. To date, there have been approximately 70 performances, including performances at the Maryland School for the Blind and Wednesday’s at Weinberg which provides music in the lobby of the Johns Hopkins Sidney Kimmel Comprehensive Cancer Center.
b) Junior Bach is an outreach program sponsored by the composition department at the Peabody Institute of the Johns Hopkins University. Each semester, Peabody composition majors give weekly, one-on-one lessons to students at the St. Ignatius Loyola Academy, culminating in a concert of their original music. Junior Bach has been offered for academic credit since 2007, providing invaluable teaching experience for composers at Peabody and a unique creative opportunity for students at St. Ignatius. Activities included:
   1. Lessons and concerts (held on 12/9/11 and 4/27/12 this year).
   2. Public relations efforts were expanded by establishing a strong online presence on Facebook, Twitter and YouTube, the last of which includes videos of all performances from our fall concert. We are looking to expand awareness of the program both within and beyond Peabody, and were proud to be featured in Peabody Magazine and JHUUpdate this year.
   3. Focused collaboration with the conservatory’s percussion department enhanced our students’ efforts. Work with other instrumental and vocal departments in the future is planned.

Diversity Leadership Council Recognition Award

Marian Hahn, a member of the Peabody Conservatory’s piano faculty, received a 2012 Diversity Recognition Award from the DLC. Ms. Hahn was recognized for her commitment in supporting and promoting diversity at Peabody. She is passionately engaged as a regular volunteer for the Baltimore Symphony Orchestra’s OrchKids program that is bringing social change through music to young children in West Baltimore. Marian’s love for the OrchKids children is apparent through her consistency, positivity, and ever-present smile. She is a tremendous advocate for the program even learning the trumpet along with the children as she supported the teacher in ways both musical and managerial. She also serves as the faculty advisor for The Creative Access program.
Current Membership:
Joe Brant (Facilities Operations Manager)
Richard Giarruso (conservatory faculty, musicology)
Marian Hahn (studio faculty, piano, JHU Diversity Leadership Council)
Ahreum Kim (DMA student, violin)
Susan Kuhn (Institute staff, HR Payroll services, JHU Diversity Leadership Council)
Laura Parker (conservatory faculty, music education/pedagogy)
Donna Stinnette (Institute staff, business office)
William “Buddy” Scott (Graduate student, harpsichord)