Crossroad Project
Committee on Diversity, Difference and Under-Representation

This is the annual report for the Crossroads Project (SEM Committee on Diversity, Difference and Under-Representation) submitted by Kyra Gaunt (chair). Just to clarify, here is our mandate:

The Crossroads Project Committee should address diversity, difference and under-representation (broadly conceived), both within the Society and within our professional spheres, in order to identify obstacles to the participation of any specific groups in the activities and operation of the Society and its mission, as well as opportunities for addressing such issues.

Committee members include: Susan Asai (Northeastern), Judith Gray (LOC), Ingrid Monson (Harvard), Shannon Dudley (U of Wash), Kwasi Ampene (Colorado), Zoe Sherinian (Ohio U), Steve Pond (Cornell), Monica Hairston (student rep, NYU), Michael Quintero-Birenbaum (student rep, NYU), Travis Jackson (U of Mich), Harry Berger (Texas A&M), and Kyra Gaunt (chair, NYU).

1. I outlined the following as my vision as chair during our meeting at Estes Park:
The Crossroads Project inspires awareness through conversations about successful and unsuccessful attempts at inclusion throughout our Society and throughout the membership and its affiliated institutions. The goal is to allow these conversations to lead to specific measurable results in the diversity of our Society. This will mean sponsoring workshops and forum discussions at national meetings and building a website and/or database of relevant scholarship and materials that could be used in teaching and research. The Crossroads Project will address:

   a - Concerns within our Society
   b - Concerns relative to Teaching, Learning, Research, Technology/Online materials
   c - Concerns about recruitment and retention of faculty and students

2. During our meeting at Estes Park the committee began to generate ways we could spark conversations by sharing stories about our individual struggles with issues of diversity, difference, and under-representation. At this stage, we are still working on this idea and hoping to develop an outlet for such communication in our SEM newsletter or the website once it's clear the form these stories might take.

3. We've submitted a forum discussion which I have attached below sponsored by the Crossroads Project. Let me add hear that it is my hope that the committee will come to be known as THE CROSSROADS PROJECT to symbolize the conversations and collaborations around intersections we share.
PROPOSAL FOR FORUM at SEM 2003
Affirmative Actions: Strategies for Inclusiveness, Mentoring, Recruitment, and Retention

The SEM Crossroads Project (The Committee On Diversity, Difference And Under-Representation) was broadly conceived to identify strategies for the inclusion of under-represented groups and group interests in the activities and operation of the Society and our public and academic spheres of activity and engagement. This forum launches a series of ongoing conversations at meetings sponsored by The Crossroads Project.

By the fall of 2003, the U.S. Supreme Court will be hand down a decision that may end the use of Affirmative Action in admissions (Gratz vs. Bollinger). Whether these policies are sustained or struck down, the foreseeable future in ethnomusicology is somewhat predictable: inadequate searches; departing faculty and students of color; disdained sexual orientations; cynicism and resignation in committees, in teaching and learning, and in scholarship and outreach.

This conversation is aimed at learning powerful strategies for faculty search and tenure committees, graduate admissions, the retention and inclusion of minority faculty and students (i.e., ethnic minorities, women, sexual orientation, indigenous performers and scholars, etc.), and concerning the practice and discourse of community in our production of music, knowledge, and power.

The intention of the conversation is to grasp what is at stake if things proceed in a predictable manner; how can each of us make a difference in our institution or community; and what breakthroughs are possible relative to inclusion and mentoring. Join us for this conversation with experts from other fields as well as our own. Participants in the audience will have the opportunity to share their successes.

4. To address mandates addressed to the Crossroads Project from the Board, let me state that our committee has met two of the three directives outlined in Ellen's email below. Notably:

1) submit a forum discussion for SEM 2003; and
2) to be active and act in advisory capacity to Board (I attended body meets board at SEM 2002).

I will be directing the committee members to go through the Handbook and identify places where issues of inclusion can be addressed. We do need the handbooks, however, sent to the committee members. I will coordinate this with Lyn Pittman at the SEM business office. I would
like to send out a cover letter along with the handbooks and have them all sent from the business office. Please advise us as to when it would be appropriate to get this information to the Board before the fall.

Respectfully submitted,
Kyra D. Gaunt
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I should add that we intend to raise funds for our guests on the panel from outside sources including the Ford Foundation and 5-6 departments of ethnomusicology or schools of music housing ethno programs. The lure for the request is providing each institution a video of the panel to share with faculty and any materials distributed. We are requesting $200 from 5-6 programs to cover the registration fees, hotel and travel of 2-3 guests from outside SEM. Also we are inviting those institutions that have had difficulty recruiting and retaining underrepresented faculty and students and those who are conducting searches this or next year. We could use help identifying those institutions if the survey in any way gathered this kind of info. Thanks, Kyra