

CENTER FOR CULTURAL EQUITY
AND BELONGING

NEW ENGLAND CONSERVATORY

255

IMPACT
REPORT
2021 - 2022

AUGUST 31ST, 2022

LETTER FROM CEB DIRECTOR

Dear NEC Students, Faculty, Staff, Alumni, and Community,

I am humbled and honored to support the NEC community to cultivate spaces of cultural equity and belonging. The collaborative spirit and synergy that I have encountered with NEC students, faculty, staff, the CEB Advisory Council, and the NEC community, is inspiring.

My personal commitment to CEB stems from my South African childhood experience of the Apartheid struggle for freedom and a decade of navigating the USA as an immigrant woman of color. These lived experiences fuel my personal values and passion for anti-racism, inclusion, and human dignity.

As a community, we have a collective responsibility to play our part. Our roles may be unique, yet the goal is shared – for NEC to be a place where every community member knows they belong.

I would like to extend deep gratitude to President Andrea Kalyn for your leadership and dedication to this work. A special thank you to Stanford Thompson and Emily Master for bringing the NEC community together to build a CEB vision that has laid the groundwork for years to come.

This Impact Report reflects the contributions of many dedicated community members. Thank you for your collaboration. I look forward to the journey ahead, with the understanding that there is much work to be done.

With gratitude and hope,



MONIQUE VAN WILLINGH
Director of Cultural Equity and Belonging



CENTER FOR CULTURAL EQUITY AND BELONGING

The Center for Cultural Equity and Belonging at NEC partners with each institutional department and engages stakeholders throughout our organization to collaboratively shift beliefs, behaviors, and practices so that members of our community can thrive and realize their full educational and professional potential. Our work supports change on a personal, professional, and institutional level through learning, professional development, and mutual understanding.

CEB Programming is structured around four pillars:

- **DIALOGUE**
- **LEARNING**
- **COLLABORATION**
- **RESOURCES AND SUPPORT**

The Center for CEB, which opened in September 2021, is located in the SPLC building in SB203. It is an affirming and vibrant working space for all in the community to spend time in, find individual support, and to dialogue. It has become the “home” meeting space for many student clubs and student leaders.



Welcoming Collaborative CEB Space

DIALOGUE

By cultivating brave and safe exchanges between individuals and groups of different cultures, points of view and aspirations, and intercultural dialogue, we ensure that cultural diversity is a resource, rather than a risk, for sustainable progress towards a campus-wide sense of belonging.

**The Center for CEB
offered
7 opportunities for
students, staff, and
faculty to participate in
listening circles and
brave dialogue.**



LISTENING CIRCLES

An affirming space for dialogue where deep listening and storytelling are used to share our own experiences. The power of this process is in being listened to and being given the space to share bravely and honestly, with no judgement. It is about mutual solidarity with colleagues.

Listening Circles

PERSPECTIVE FORUMS

In collaboration with key faculty, the NEC Perspectives Forum continued this year with a 6-part series focusing on multiple aspects of socio-cultural identity and how they impact one's artistry and the field of music.

Topics included themes such as gender in jazz, race, LGBTQIA+ support, mental health, diversity in music, musical heritage, self-censorship (student panel) and a faculty think-tank share-out.

8 PERSPECTIVE FORUMS



PERSPECTIVE FORUM

NEC Narratives: Remembrance and Re-envisioning



Remembering Your Roots

Zoom Panel Discussion

MONDAY
FEB 28
5PM

This nuanced topic will explore several aspects of heritage including self-discovery, forging a new identity in the U.S. (and at NEC), exoticism, and self-orientalism. Personal stories of heritage will be connected to how these themes have influenced the artistry of our panelists.

Mehmet Sanlikol, Composer, multi-instrumentalist, and ethnomusicologist (NEC faculty)
Naledi Masilo, Vocalist and entrepreneur (NEC alumna)
Mina Cho, Pianist and composer (NEC alumna)
Monique Van Willingh (NEC Director of Cultural Equity and Belonging, Moderator)

Register via Zoom:
<https://necmusic.edu/events/nec-perspectives-forum-remembering-your-roots>



PERSPECTIVES FORUM

NEC Narratives: Remembrance and Re-envisioning



Gender in Jazz

Zoom Panel Discussion

MONDAY
MAR 14
5PM ET

Zoe Murphy, Trumpet Player (NEC Student)
Jo Lawry, Vocalist, Equity in Jazz Team Leader, University of Sydney (NEC alum)
Melissa Aldana, Saxophonist (NEC Faculty)
Ken Schaphorst, NEC Chair of Jazz Studies
Monique Van Willingh, Director of CEB, Moderator

Register via Zoom: <https://necmusic.edu.zoom.us/join/register/tJUvdeqqz4pHN3m4qXFZvCUI2V8UPeWUnEJ>

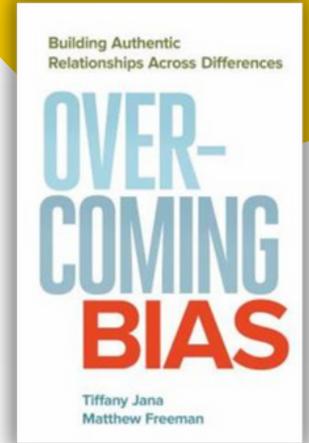


LEARNING

CEB offered workshops on navigating brave and critical dialogue with students in the classroom and in conversation. A biweekly book club on unconscious bias, Coffee with Colleagues, and a Culturally Responsive Learning Circle were also shared.



5 Brave Dialogue Workshops & CEB Book Club



GUEST WORKSHOPS

A series of intersectional learning workshops was offered to faculty and staff by expert guest presenters with strategies to support various student populations at NEC.

Topics included:

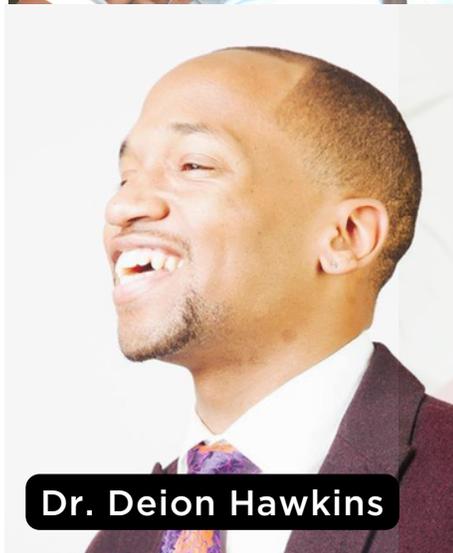
- Support for Black, Indigenous, and Students of Color
- Support for LGBTQIA+ Students
- Trauma-informed Teaching and Engagement
- Inclusive Curriculum and Classroom Dialogue



Dr. Carmen Cruz



Dr. Ndindi Kitonga



Dr. Deion Hawkins



Dr. Ellie Friedland

COLLABORATION

The Center for CEB collaborated with constituents across the NEC campus (students, student clubs, staff, faculty, and alumni) to listen to CEB-related needs and challenges, and to explore relevant solutions or share guidance. The Intercultural Institute was a key collaborator in programming this year.

INTERCULTURAL INSTITUTE



NEC's Intercultural Institute and Center for Cultural Equity and Belonging present

MULTIPLE MUSICAL CAREERS IN 21st CENTURY

A Composers' Unexpected Journey with Musical Instrument Museums

Monday, April 11, 4:00-5:00pm, SB 320

EVENT WILL ALSO BE LIVESTREAMED - [Register via Zoom](#)

Faculty member **Mehmet Ali Sanlikol** will discuss with Monique Van Willingham (Director of CEB) how he became an advisor for the largest musical instruments museum in the world which then lead to becoming the curator/project director of a musical instruments museum in his hometown



Register via Zoom: <https://necmusic-edu.zoom.us/j/94749494949>



The Intercultural Institute provides monthly workshops, performances, festivals, conferences, and residencies throughout the academic year by guest scholars and artists in musical traditions from every continent.

ICI will join the Center for CEB in Fall 2022 and will collaborate to deepen diverse, multicultural and international musical experiences at NEC.

DEPARTMENTAL COLLABORATION AND SUPPORT

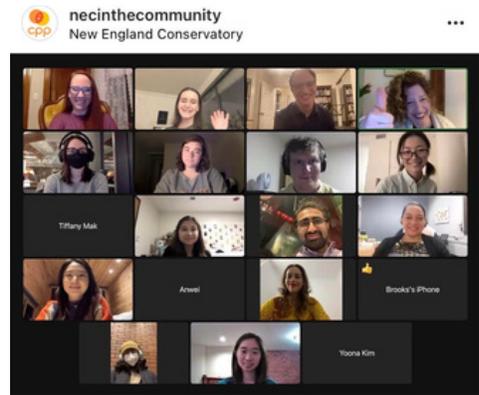
COMMUNITY PERFORMANCES AND PARTNERSHIPS

Support for Community Performances and Partnerships students was shared using the theme of Cultural equity and belonging, cultural humility, and what mindset and tools are needed to intentionally enter communities and build relationships.

FIRST-YEAR EXPERIENCE

Two First-Year Experience (FYE) trainings were delivered to new students at NEC on culture, diversity, and building spaces of belonging.

80 - 90 first year students participated in 2 CEB workshops.



28 likes
necinthecommunity It was so wonderful to see our fellows' smiling faces last week! We welcomed Monique van Willingham, Director of Cultural Equity and Belonging, to lead us in a discussion of what mindset and tools are needed to intentionally enter communities and build relationships. Thank you to Monique and our fellows for a thoughtful evening together! 🥰



FACULTY COLLABORATION AND SUPPORT



In collaboration with faculty from the College, Preparatory School, and Continuing Education, the Center for CEB provided department-specific support.



FACULTY THINK TANK

A CEB Faculty Think Tank of 14 members was activated and will share out their exploration and guiding practices in a Perspectives Forum, and in a CEB toolkit.



Think Tank members:

Megan Barrett, Matthew Duveneck, Jill Gatlin, Nima Janmohammadi, Tanya Maggi, Felicia Sandler, Mehmet Sanlikol, Ken Schaphorst, Andrew Schartmann, Warren Senders, Carol Ou, Merry Peckham



DEPARTMENTAL TRAININGS

NEC's Preparatory School, Modern Languages and Counseling & Health Services departments received training linked to their needs.

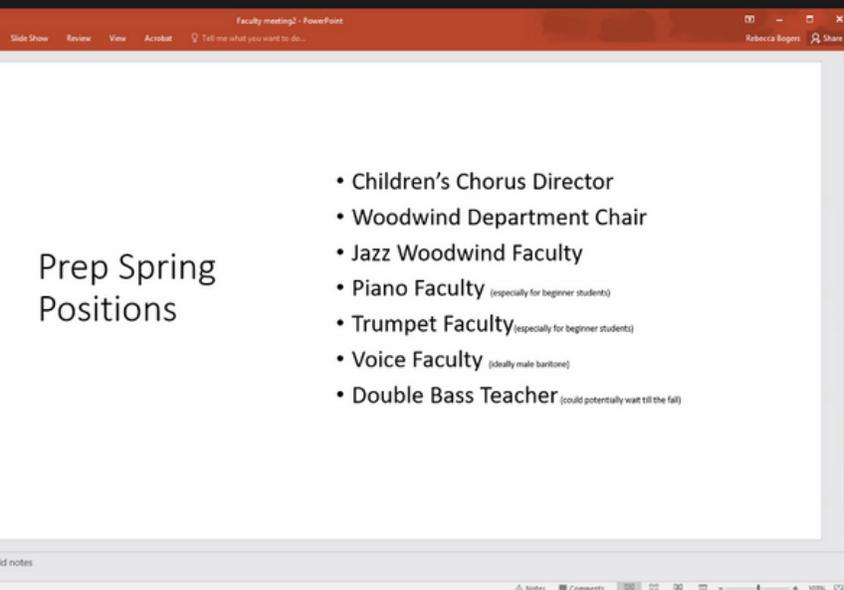


CAPACITY BUILDING

DIVERSITY IN HIRING

CEB collaborated with the Human Resources department to examine the full “life cycle” of the employee experience at NEC. CEB goals were defined, including support for diversity in hiring and improving the orientation experience.

Building collaborative models of goal setting and exploration that work towards practices of healthy change management.



NEC’s Preparatory School worked on their hiring process through the lens of CEB and will continue to collaborate with CEB in tandem with HR to define clear CEB guidelines and support when hiring new faculty.

RESOURCES AND SUPPORT

3 Campus-wide Celebration and Resource Campaigns



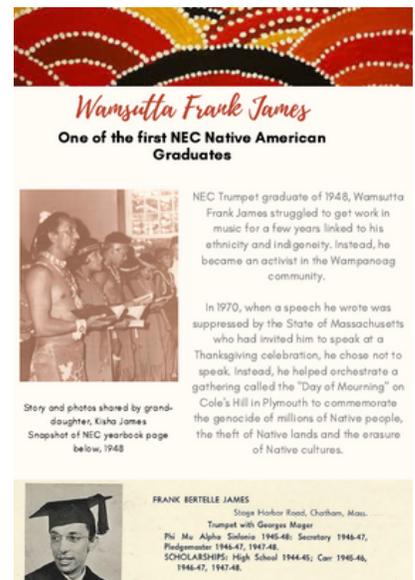
CEB led campus-wide campaigns with relevant resources highlighting cultural celebrations and needs that arose on campus such as:

National Coming Out Day and World Mental Health Day

Indigenous People's Day

World Teacher Appreciation Day

With each CEB campaign, interactive resources were created for the NEC Community that answered common questions heard from the community.



ONLINE INTERACTIVE RESOURCES

Online resources were created to increase awareness and in answer to CEB questions and challenges.



CEB

Honoring Indigenous People

As we celebrate Thanksgiving and share gratitude with each other, family and friends, let's take a moment to remember the stories of the Indigenous People of the USA and Massachusetts, specifically the Mashpee Wampanoag nation, the tribe linked to the Thanksgiving story.

Land Acknowledgements

Land acknowledgment is a traditional custom that dates back centuries in many Native nations and communities. Today, land acknowledgments are used by Native Peoples and non-Natives to recognize Indigenous Peoples who are the original stewards of the lands on which we now live.

Scan QR Code to learn about the original Thanksgiving story and Land Acknowledgments.
Or visit <https://fb.gy/nl6lez>

Ways to Commemorate the Native American History

- Learn more about the Indigenous nations that exist in Massachusetts.
- Write a Land Acknowledgement. Share at Thanksgiving, concerts, and gatherings to honor the Indigenous tribes that inhabited the land.
- Share the story of Thanksgiving from the Wampanoag perspective.



STUDENT SUPPORT

The Center for CEB has become the “home” space for many student clubs. It is also a welcoming space for dialogue and a confidential space for individual student support. The Center connects students to relevant departments and resources for student needs.

ASIAN STUDENTS ASSOCIATION: CHINESE NEW YEAR



Support for student clubs occurs in collaboration with Student Services. CEB-supported student events or hosted student club meetings linked to SAGE, ASA, BSU, NECO, QUEST, SNATS, SGA and NEC Christian Fellowship.

Individual Student Support

Collaborated with Student Services, CARES team, counseling, and Provost’s office to address CEB-related student challenges, while providing specific support to diverse and underrepresented student populations.

SAGE CONCERT



STRENGTHEN SUPPORT NETWORKS FOR STUDENTS

SUPPORT FOR BLACK STUDENT UNION

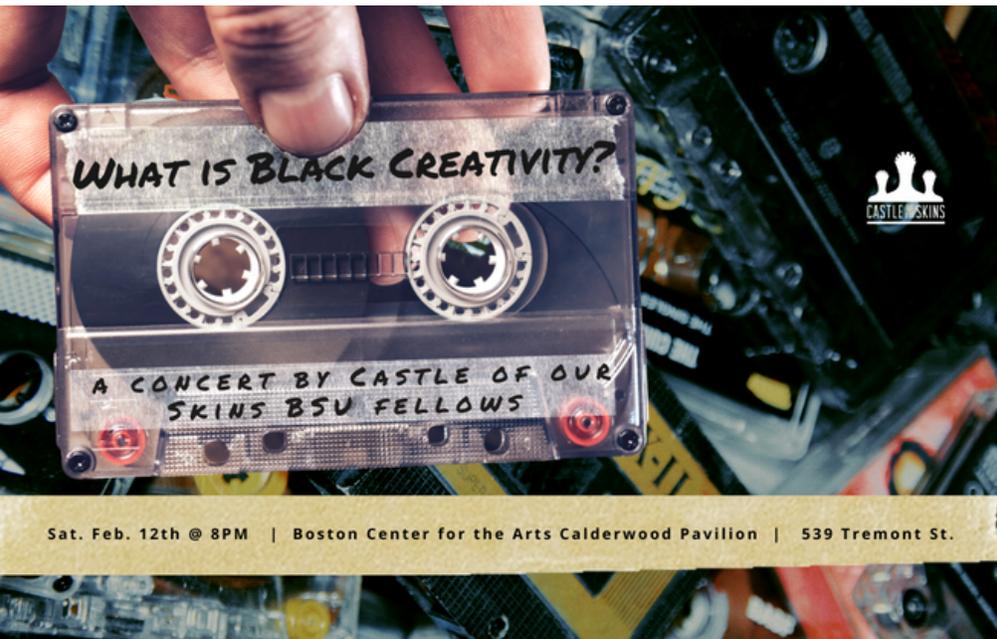


Key support was shared with the Black Student Union in collaboration with various NEC departments to host events throughout the year, and specifically for the Coretta Scott King events during February. BSU-led events included an Inter-collegiate student panel (moderated by CEB Director), BSU community events, Black is Canon concert series and CSK Concert.

Financial assistance was provided through the Coretta Scott King (CSK) Fund to support BSU events.



INTERCOLLEGIATE OPPORTUNITIES



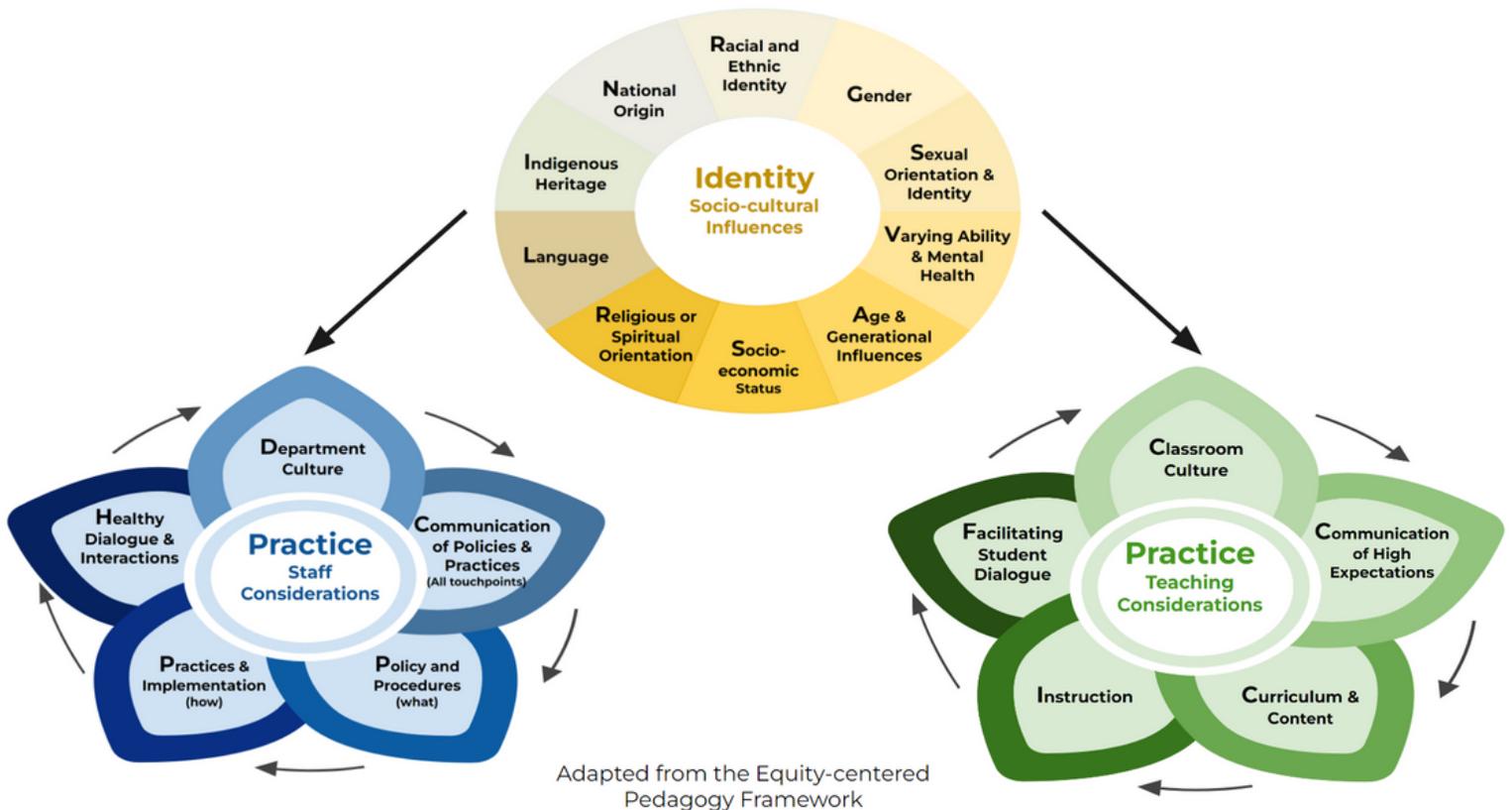
Two members of the Black Student Union participated in an inter-collegiate BSU collaboration and performance curated by Castle of our Skins.

**BOSTON
CENTER
FOR THE
ARTS**



CEB REFLECTIVE TOOLKITS FOR FACULTY AND STAFF

The Center for CEB supports faculty and staff in developing their CEB practice as a pathway to discovering new strategies that promote belonging.

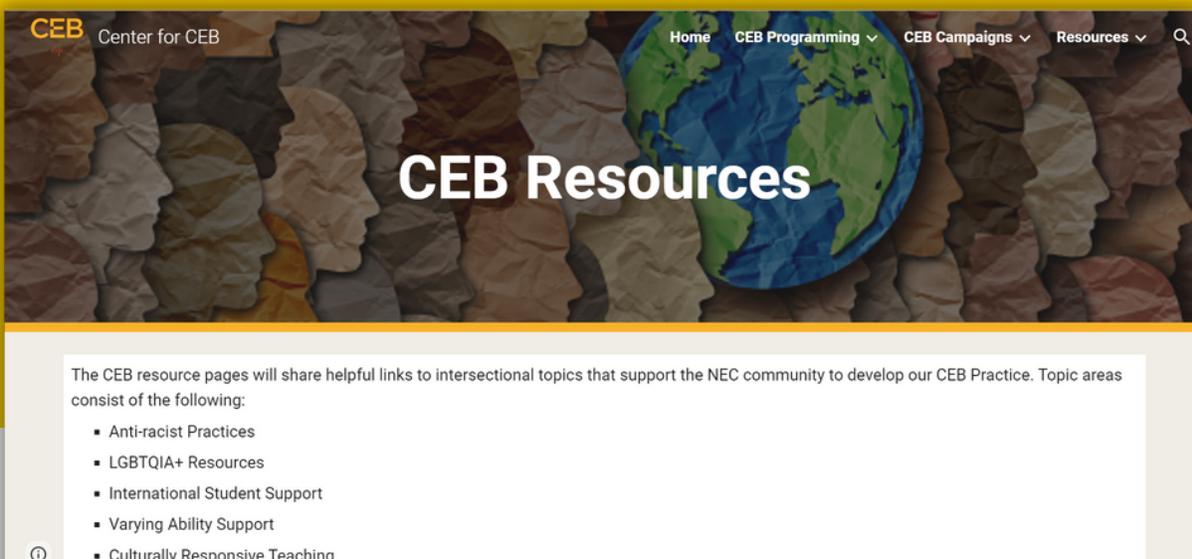


Two Reflective Toolkits are being created as a practical tool for faculty and staff, incorporating reflective questions that can be applied to curricular planning, syllabi, classes, procedures, and practices. Toolkits are designed to help faculty and staff explore their work through the lens of various social identities.

BUILDING VISIBILITY



CEB's webpage was redesigned to highlight resources and programming.



NATIONAL WORK

Raise NEC's national profile by building intentional networks that drive the work at NEC forward.



- National Association of Diversity Officers in Higher Education (NADOHE): The CEB Director became a member of NADOHE, a national organization leading conversation and action linked to anti-racism and equity in Higher Education.
- Association of Independent Colleges and Universities in Massachusetts (AICUM): Through NEC's membership of AICUM, the CEB Director joined the AICUM diversity officer regional network, facilitated a session on climate surveys and evaluation, and together with NEC's Dean of Students, participated in AICUM's Inclusive Leadership Program.
- The CEB Director represented NEC in two panels:
 - Professional Arts Consortium (ProArts): Expanding the Canon Panel
 - Peabody Institute of Johns Hopkins University: Preparing the Ground for Peabody's First Diversity Officer Panel



CEB Goals

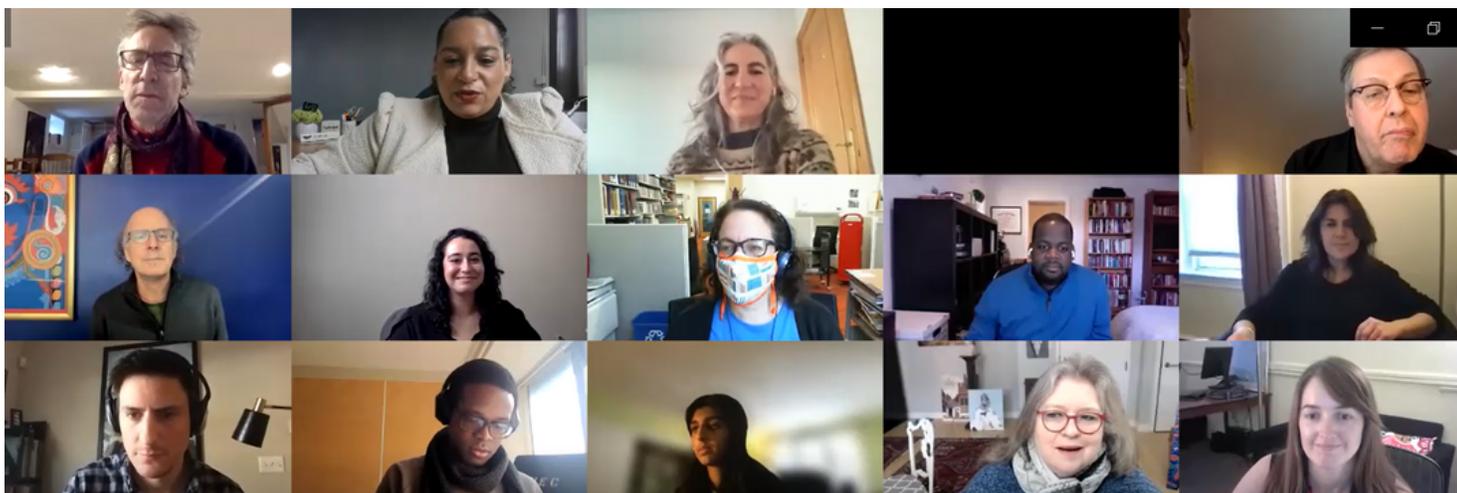
We are committed to cultural equity and belonging expressed in the following goals:



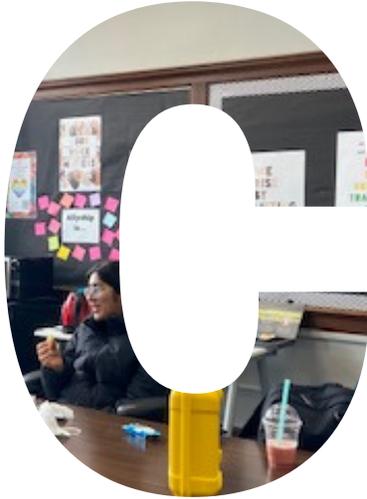
SHARING GRATITUDE

This Cultural Equity and Belonging (CEB) Impact Report reviews and marks the end of the 2021-2022 academic year. As we close out year one of the inaugural Center for Cultural Equity and Belonging at NEC, we are grateful for the contributions of our community and look forward to building upon the strong foundation we laid with your support.

We are continuing to learn and will report annually on the ongoing efforts towards improving the values, policies, and practices that ensure that all members of our community are respectfully represented, adequately supported, and nurtured in their musical and personal pursuits.



A special thank you to the CEB Advisory Council for sharing your support, wisdom, and experience.



YOU MATTER



CYCLES AND CIRCLES OF CHANGE

**Start where there is synergy.
Collaborate. Build. Reflect. Repeat.**