

# Mentoring and Networking for Women Band Directors



*Melissa Hall, Kathleen Jacoby, Claire Leeper and Catrina Tangchittsumran  
Virginia Music Educators Association Conference  
Thursday, November 15, 2018  
4:15PM, Stratford/Mt. Vernon*



# Virginia Band Director Inclusion Toolkit



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# Purpose

To provide resources and strategies to promote increased representation of women in the band field through improved hiring practices, literature/programming, and support/mentoring.



Photo credit: Art Pittman

## **A Note on Diversity:**

Our work is primarily focused on increasing the representation of women - but many of these practices can (and should) be extended to other underrepresented groups in the field, including musicians of color and LGBTQIA+ musicians.

## Session Padlet

If you have questions, comments, or feedback, please share them via our Padlet!

 Catrina Tangchittsumran-Stumpf +1 · 45m

### VMEA 2018: Band Directors Inclusion Toolkit


Questions, Comments, and Feedback for the VMEA 2018 Women's Mentoring & Networking Session



Thank you to everyone for coming to our session today! We look forward to hearing your input and answering any questions that we can!

~Catrina, Kathleen, Melissa, and Claire

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 Add comment

Why is this important?

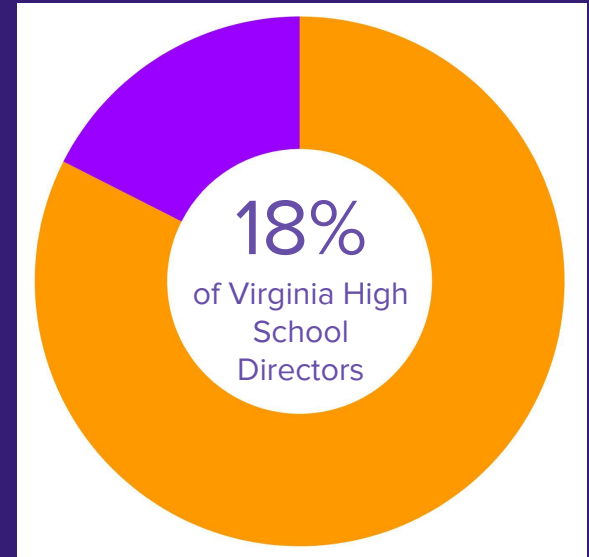
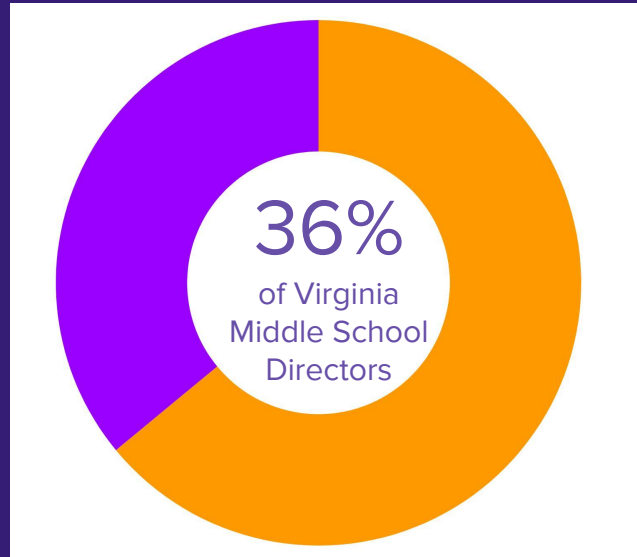
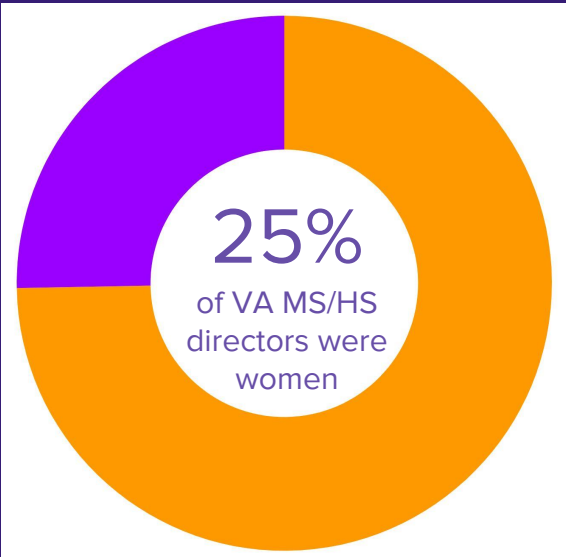
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Based on data on

618

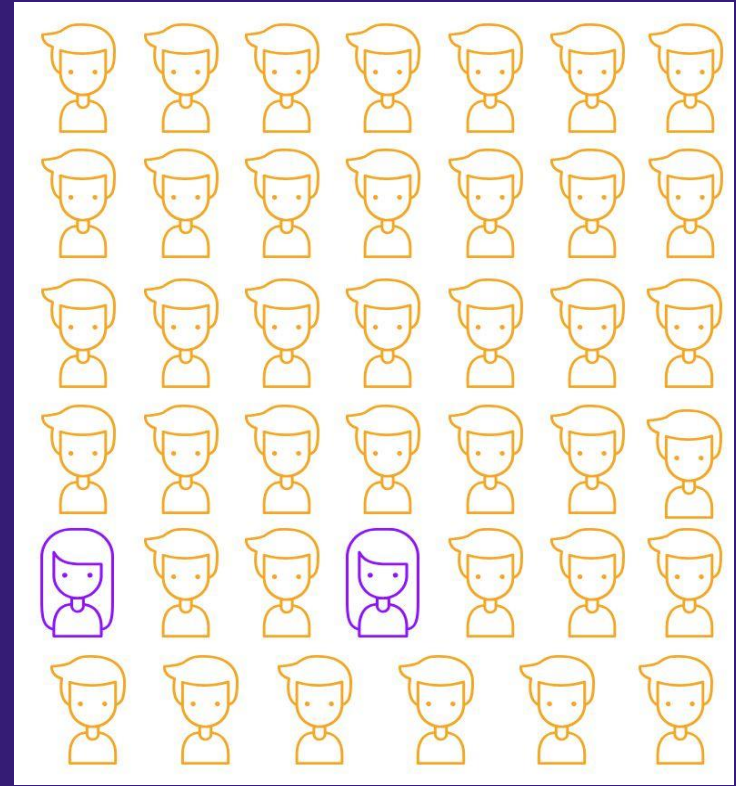
## Virginia Band Directors

from 2018 District Assessment Results &  
District Membership Directories



Since 1930, 41  
different people  
have served as  
VBODA President.

Only 2 of them  
have been women.



**Diana Love**  
1990-1992

**Linda Gammon**  
1996-1998



# 2017-2018 Concert Assessment Adjudicators

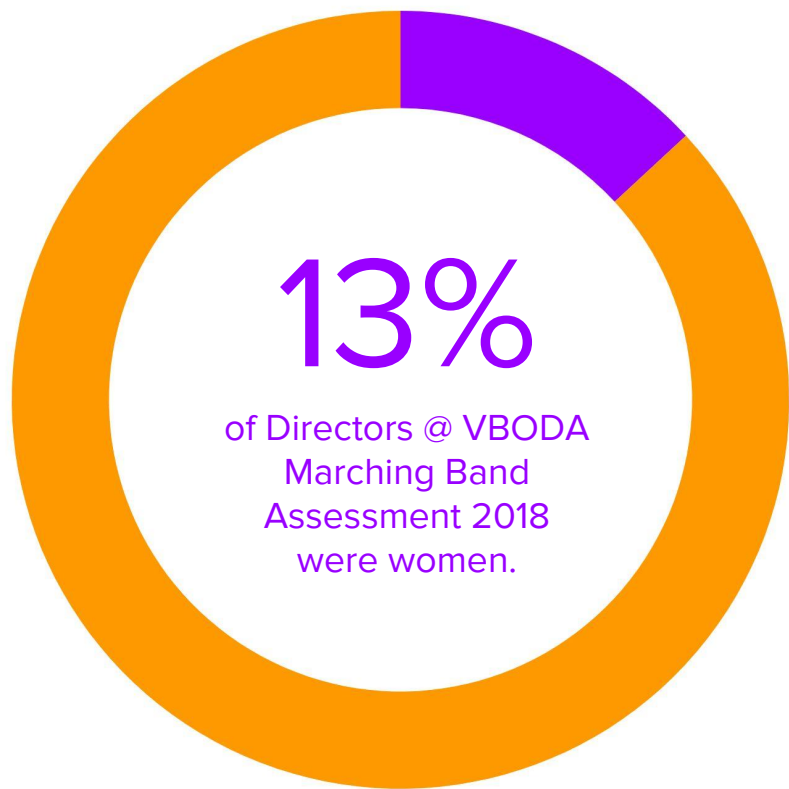
Of the 96 adjudicators hired for VBODA District Concert Band Assessments

- 22% of Middle School Band Assessment Adjudicators
- 9% of Combined Middle School/High School Band Assessment Adjudicators
- 3% of High School Band Assessment Adjudicators

...were women.

(That comes out to just 12% overall.)

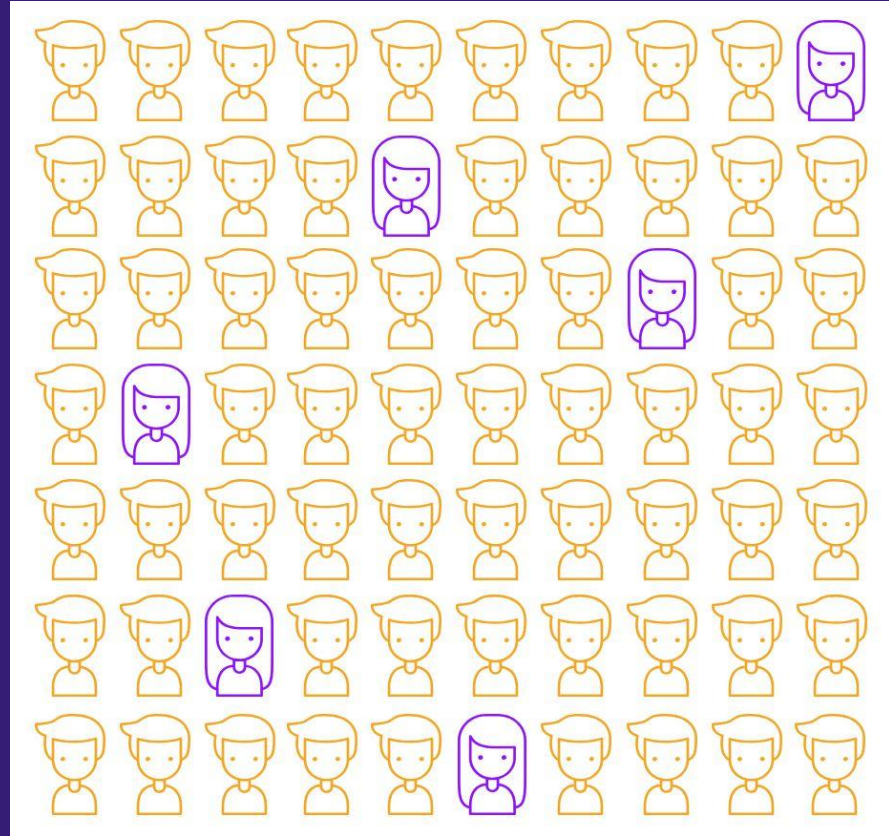
\*from available VBODA Concert Assessment Event Reports 2017-2018



In 2018, only 13% of HS Band Directors at VBODA Marching Assessment were women.

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In 2018, <9% of  
VBODA State  
Marching Band  
Assessment  
Judges were  
women.



# Three Strategies

To increase representation of  
Women in the Band Community

- Hiring
  - Programming
  - Mentoring & Support
-

# Inclusion Toolkit

<https://bdtoolkit.weebly.com>



## VIRGINIA BAND DIRECTOR INCLUSION TOOLKIT

HOME

CLINICIANS/ADJUDICATORS

COMPOSERS

NETWORK

PROF DEV

### STATEMENT OF PURPOSE AND ADVOCACY:

Working together to promote inclusion, provide resources, and create a network of support within the band community

# Hiring Practices

- Band Directors - especially secondary
  - School-level clinicians & guest artists
  - District-level adjudicators & conductors
-

# Recognize Biases & Apply Strategies

- What can you do to encourage representative hiring...
  - ...in your school district
  - ...within your own music staff
  - ...for district events?

# Resource Feature: Women Clinicians & Adjudicators List

- Available on the BD Toolkit Website
- Includes name, position, bio link (if available), and possible placement
- District Chairs/District Representative can request a copy of the list that includes contact information

Virginia Band Director Inclusion Toolkit - Women Clinicians & Adjudicators

First Name	Last Name	Position	Bio	Clinician			Adjudicator	
				HS 1	HS 2	MS	HS	MS
Virginia	Allen	Freelance Conductor/Educator (Philadelphia, PA); Formerly Curtis Institute (Philadelphia) and Julliard School (New York)	<a href="#">Bio</a>	X				
Caroline	Beatty	Texas State University, Director of Bands	<a href="#">Bio</a>	X				
Robyn	Bell	State College of Florida, Director of Instrumental Studies	<a href="#">Bio</a>	X			X	
Amy	Birdsong	James Madison University, Assistant Director of Bands	<a href="#">Bio</a>	X	X	X	X	X
Capt. Alexandra	Borza	Company Commander, US Army School of Music						
Andrea	Brown	University of Maryland (College Park, MD), Associate Director of Bands	<a href="#">Bio</a>	X	X		X	
Christine	Carrillo	Bridgewater College (Bridgewater, VA), Director of Instrumental Music	<a href="#">Bio</a>		X			
Chris	Chang	Fulton County Schools (Georgia)				X		X
Erin	Cole	former MS, now Conn-Selmer Senior Educational Clinician and Hal Leonard Educational Clinician and Essential Elements Contributing Editor	<a href="#">Bio</a>			X		X
Laura	Cole	RE Lee HS (Staunton, VA)					X	
Erin	Cooper	University of North Carolina, Assistant Director of University Bands	<a href="#">Bio</a>		X		X	
Patricia (Trish)	Cornett	Temple University (Philadelphia, PA), Interim Associate Director of Bands	<a href="#">Bio</a>	X				
Sue	Creasap	Morehead State University (KY), retired--now in VA	<a href="#">Bio</a>		X	X	X	X
Paula	Crider	University of Texas, Professor Emerita	<a href="#">Bio</a>	X				
Gunnery Sgt. Stacie	Crowther	United States Marine Corps Band	<a href="#">Bio</a>		X	X	X	X
Second Lt. Elizabeth	Elliott	Executive Officer, The U.S. Army Training and Doctrine Command Band						
Cheryl	Floyd	Hill Country Middle School (Austin, TX), retired	<a href="#">Bio</a>			X		X
Becky	Ford	Broadway High School (Broadway, VA)			X		X	



# Programming & Literature



- Programming works composed by women shows future generations that they, too, can become composers
  - Make an effort to include women on every concert program!
-

# At the Midwest Clinic from 2008-2017

515

composers  
had works  
featured

11

were  
women

1,366

compositions  
were featured

36

were by women

2012

2013

2015

no new  
women  
composers  
were  
introduced

# Resource Feature: Programming Resources

- Diverse Composers of Wind Band Music - includes women, composers of color, and LGBTQIA+ compiled by Christian Michael Folk
- Composer Diversity Project
- Links to these and other resources are available on the on the BD Toolkit Website

<a href="#">Seward, Nancy (d. 2003)</a>			<i>Celtic Ballad, A</i>	Wind Ensemble	1	
<a href="#">Seward, Nancy (d. 2003)</a>			<i>Glenaire</i>	Wind Ensemble	1	2'05"
<a href="#">Seward, Nancy (d. 2003)</a>			<i>Gold Rush!</i>	Wind Ensemble	1	2'10"
<a href="#">Seward, Nancy (d. 2003)</a>			<i>Norwegian Vignettes</i>	Wind Ensemble	1	2'15"
<a href="#">Simms, Bekah</a>			<i>rumbling, shimmering beneath, A</i>	Wind Ensemble	1	
<a href="#">Sindberg, Laura</a>			<i>Ninni, Baba (Hush, My Baby)</i>	Wind Ensemble	1	2'30"
<a href="#">Chambers, Carol Brittin</a>	San Antonio, Texas	United States	<i>Danza de Espana</i>	Wind Ensemble	1.5	2'00"
<a href="#">Chambers, Carol Brittin</a>	San Antonio, Texas	United States	<i>Moon Song and Tribal Dance</i>	Wind Ensemble	1.5	2'30"
<a href="#">Chambers, Carol Brittin</a>	San Antonio, Texas	United States	<i>Sofly Speaks the Night</i>	Wind Ensemble	1.5	3'00"
<a href="#">LaRose, Andrea</a>			<i>Hey!</i>	Wind Ensemble	1.5	4'00"
<a href="#">LaRose, Andrea</a>			<i>messy/heat</i>	Wind Ensemble	1.5	4'00"
<a href="#">McGinty, Anne</a>			<i>Atlantis</i>	Wind Ensemble	1.5	2'10"
<a href="#">McGinty, Anne</a>			<i>Circle of Stones</i>	Wind Ensemble	1.5	3'10"
<a href="#">McGinty, Anne</a>			<i>Emerald Point Overture</i>	Wind Ensemble	1.5	2'15"
<a href="#">McGinty, Anne</a>			<i>Glory: An Indonesian Folksong</i>	Wind Ensemble	1.5	
<a href="#">McGinty, Anne</a>			<i>Kachina: Chant and Spirit Dance</i>	Wind Ensemble	1.5	2'25"
<a href="#">McGinty, Anne</a>			<i>Kiva: Ritual and Ceremonies</i>	Wind Ensemble	1.5	2'25"
<a href="#">McGinty, Anne</a>			<i>Sea Song Trilogy</i>	Wind Ensemble	1.5	2'50"
<a href="#">Pearce, Monica</a>			<i>Let Them Howl</i>	Wind Ensemble	1.5	3'00"
<a href="#">Pearce, Monica</a>			<i>vivid</i>	Wind Ensemble	1.5	3'00"
<a href="#">Rose, J.E.</a>			<i>Skeleton Scherzo</i>	Wind Ensemble	1.5	1'30"
<a href="#">Seward, Nancy (d. 2003)</a>			<i>Chanteys Ahoy!</i>	Wind Ensemble	1.5	2'15"
<a href="#">Webb, Amy</a>			<i>Not Tu-Bad</i>	Wind Ensemble	1.5	2'20"
<a href="#">Woodrow, Haley</a>			<i>March for Jazz</i>	Wind Ensemble	1.5	2'25"
<a href="#">Archer, Kimberly</a>	Edwardsville, Illinois	United States	<i>The Devil's Workshop</i>	Wind Ensemble	2	2'00"
<a href="#">Archer, Kimberly</a>	Edwardsville, Illinois	United States	<i>Hymn to the Dawn</i>	Wind Ensemble	2	3'00"
<a href="#">Archer, Kimberly</a>	Edwardsville, Illinois	United States	<i>Jig</i>	Wind Ensemble	2	3'00"
<a href="#">Blackshaw, Jodie</a>	New South Wales	Australia	<i>Letter from Sado</i>	Wind Ensemble	2	9'00"
<a href="#">Busch, Ashlee</a>	Grand Rapids, Michigan	United States	<i>Rhythmix</i>	Wind Ensemble	2	2'30"

# Mentoring & Support



WOMEN RISING  
TO THE PODIUM



# Professional Support

- How do I get into the job pool?
- Who do I reach out to?
- How do I start a conversation?
- As an experienced teacher, how do I get hired as a clinician?



# Personal Support

- How do I balance my personal life and my professional responsibilities?
- What if I want to have a family?
- Lean In
- Conquering Imposter Syndrome
- How can women support each other in this career?
- How can allies support and promote equality and diversity?
- Who is part of the support network?

# Women's Mentor Survey

*“Young women in work often talk about the self-doubt that holds them back, the voice at your shoulder saying you aren't really good enough, and ‘don't think of asking for a raise, a promotion’. Seeing a woman above them in the organisation does a huge amount to dispel those doubts and instill confidence.”*

*-Helen Fraser, Former Managing of Penguin Books - from [The Guardian 10/22/2014](#)*

If you would like to **have** a mentor or  
if you would like to **become** a mentor,  
please complete our survey.

(A link is also available on the website)



Continue the  
conversation! Join us  
at 9:30pm tonight in  
Jefferson's Bar