

Introduction: Diversity, Equity, Inclusion, Access, and Belonging (DEIAB) Playbook

Pride Bands Alliance Diversity, Equity, and Inclusion Committee

Pride Bands Alliance Conference: Rocky Mountain Dreams, September 2023

Hello and welcome!



Patrice Mustaafa (she/her)

Pride Bands Alliance
Diversity, Equity, and Inclusion
Committee, Co-Lead



Marek Szeszycki (he/him)

Pride Bands Alliance
Diversity, Equity, and Inclusion
Committee, Co-Lead

Pride Bands Alliance Diversity, Equity, and Inclusion Committee



Patrice Mustaafaa
(she/her)

- Queer, Lesbian
- American Muslim of African descent and Bi-Racial
- Lived experience: depression and suicidal ideation, domestic and sexual violence survivor, agism, poverty, struggle with weight loss



Marek Szeszycki
(he/him)

- Queer
- Trans-masculine
- First generation college graduate
- Lived experience: poverty, divorced parents, domestic violence survivor, large bodied



Sam Aquino Pogue
(he/him)

- (To be added later)



David Doan
(he/him)

- Gay, cis, male
- Vietnamese American
- Refugee
- Born because of a rape, raised by a single mom
- Lived experience: sexual violence, human and social injustices, chronic conditions, PTSD, and insecurities



Jason Stephens
(he/him)

- Gay, cis, male
- Widower
- Lived experience: Grew up in deeply rural, small SE Texas town, sexual assault survivor



Len Ulibarri
(he/him)

- Gay, cis, male
- Mexican American
- Raised by/cared for widowed, disabled father
- Lived experience: poverty, large bodied, anxiety & depression



Reflection Worksheet

1. How are you seeing this stage demonstrated today in your band?
2. What in this section resonates with you the most?
3. What might you bring back to your band community?

Reflection Worksheet

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Pre-Launch Discovery			
Launch Plan			
Grow Develop and Build			
Thrive Succeed and Flourish			

Discussion Guides	1. Which Discussion Guide topics resonate with you the most?	2. What might you bring back to your band community?
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[Link to Reflection Worksheet](#)



Agenda

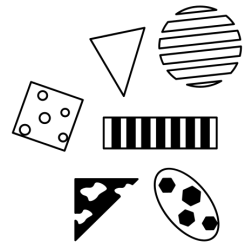
- Why are we talking about DEIAB?
- Playbook Introduction
- Preview Discussion Guide
- Where to start, How to access the Playbook
- How to contact us

A row of ten colorful LEGO minifigures stands in front of a rainbow-colored archway. The minifigures are in various colors: black, brown, red, orange, yellow, green, blue, purple, light blue, white, and pink. The archway behind them is made of LEGO bricks and features a rainbow spectrum of colors. The scene is set on a white surface, and the background is dark and out of focus.

**Why are we talking
about DEIAB?**

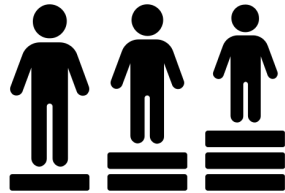
**Pride Bands Alliance is committed to
Diversity, Equity, Inclusion, Access and Belonging**

What do we mean by Diversity, Equity, Inclusion, Access and Belonging (DEIAB)?



Diversity

Demographics and identities of your Band Members, Board, and Artistic Leadership which includes ethnicity, gender, sexual orientation, age, military/veteran status, location, nationality, disability status, musical skills, and many other factors.



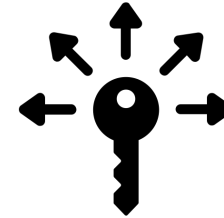
Equity

Giving everyone in the band fair and equal access, opportunities, and musical growth, regardless of their diversity background.



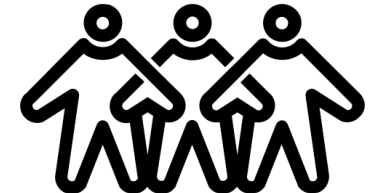
Inclusion

Ensuring everyone in the band is treated fairly and respectfully, despite differences.



Access

Commitment for everyone to be included in programs and activities, especially those who identify in minoritized social groups.



Belonging

Every member feels accepted in the band. Every member feels that their perspective and life experience is valued and adds something useful to the organization.

What intersections do you identify with?

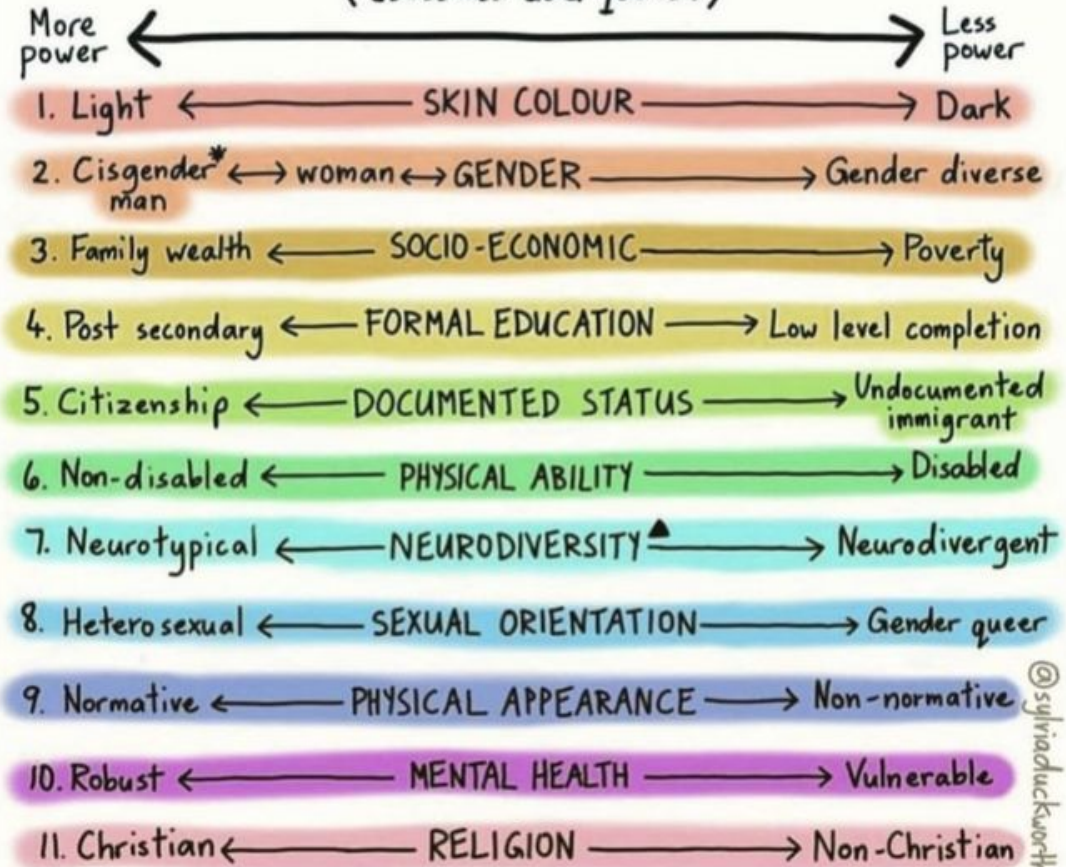
As recognized in North America

WHEEL OF POWER/PRIVILEGE



TYPES OF PRIVILEGE IN OUR SOCIETY

(Which are yours?)



* Gender corresponds with birth sex ▲ Developmental, intellectual & cognitive abilities

@sylvia duckworth

Even in an international network of LGBTQ+ and affirming bands, there is opportunity to advance Diversity, Equity, Inclusion, Access and Belonging



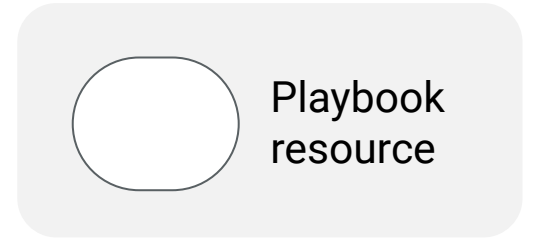
Playbook Introduction

- Overview
- Pre-launch
- Launch
- Grow
- Thrive

What is the DEIAB Playbook?

A collection of materials intended to help guide your band in developing concrete steps and support taking action to advance any area of Diversity, Equity, Inclusion, Access, and Belonging that is most meaningful for your community.

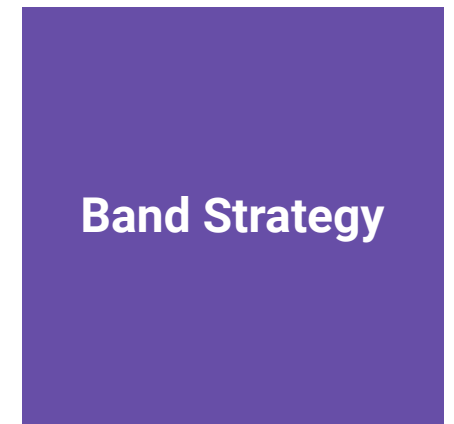
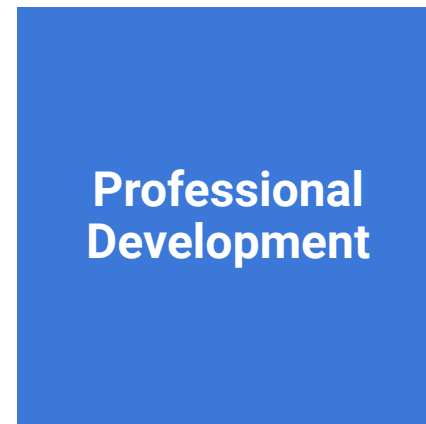
What's in the Playbook?



4 Sections

1. Pre-Launch 2. Launch 3. Grow 4. Thrive

Areas of Focus



Creating a community of true belonging is a practice, not a goal.

This playbook is expected to evolve as needed and will be improved for each of your band's needs.




Pre-Launch

Discovery

Pre-Launch

Discovery

- What is the purpose and benefits of a DEIAB Committee?
-  **Understanding your DEIAB landscape**
- DEIAB Progression Model
- Building your DEI Committee business case
- Creating DEIAB vision and mission statements
- DEI Committee leadership roles and responsibilities

Understanding your DEIAB landscape

Assessing your band's landscape by interviewing band's and DEI leaders

1. What DEIAB activities have been done in the past? Who led these initiatives?
2. What was the process needed to approve these DEIAB initiatives?
3. What obstacles did you encounter?
4. How did you deal with those obstacles?
5. What is the most challenging thing you have experienced as a DEI leader? How did you handle it?
6. In your role as a DEI leader, what keeps you up at night?
7. What one thing should I know that I didn't ask you?





HIGHLIGHTED EXAMPLE

Establishing the Pride Bands Alliance Diversity, Equity, and Inclusion Committee

Pride Bands Alliance



Reflection Worksheet - Pre-Launch

1. How are you seeing this stage demonstrated today in your band?
2. What in this section resonates with you the most?
3. What might you bring back to your band community?


A close-up photograph of a hand holding a yellow crayon, poised to draw on a surface. The surface is covered in a fine, multi-colored powder that transitions from blue at the bottom to yellow and orange in the middle, and pink and red at the top. The background is blurred, showing more of the colorful powder and the hand holding the crayon.

Launch

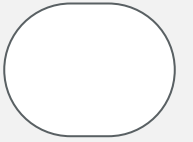
Plan

Launch

Plan

- DEI Committee Charter
-  **DEIAB Leadership Model**
- Creating a launch plan
- Onboarding your Sponsor
- Setting up for success

Pillars and DEIAB Progression Model Alignment



What are the activities for each Pillar in the Launch stage?

Pillars	Example signals and activities for Launch	What are you doing?
Band Culture	<ul style="list-style-type: none">• Reviews, updates, and creates mission, vision, core values, DEIAB goals and initiatives.• Offers multiple channels for members to share their thoughts and ideas in a supportive manner.	
Community	<ul style="list-style-type: none">• Suggests ideas for the band to be (more) visible in the community.• Provides opportunities for the band and its members to volunteer and/or collaborate with other musical, LGBTQ+, and/or nonprofit organizations.	
Recruitment and Retention	<ul style="list-style-type: none">• Has a plan to recruit members, artistic staff, composers, supporters, etc., from diverse communities.• Has a plan to manage or address members' attrition rate.	
Professional Development	<ul style="list-style-type: none">• Suggests training on DEIAB to its Board, artistic staff, and members.• Offers suggestions for the Board and artistic staff to receive training on leadership and professional development.	
Band Strategy	<ul style="list-style-type: none">• Incorporates DEIAB goals and initiatives into the band's strategic planning.• Creates and updates its annual DEI Committee goals and initiatives.	



HIGHLIGHTED EXAMPLE

Community Engagement

Lakeside Pride Music Ensembles



Reflection Worksheet - Launch

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Grow

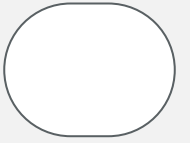
Develop and Build

Grow

Develop and Build

- Recruiting your 20% of your Leadership Team
- Building your case for funding
- Communication plan, stakeholders, dashboard, and Playbook
- Programming internal and external events
-  **Measuring key accomplishments, areas of opportunity, and alignment with pillars/areas of focus with reports and dashboards**

Metrics and Outcomes



Example Metrics and Outcomes for each area of focus

Band Culture

- Number of members attending the events/total membership
- Increase in event participations year over year
- Create a short survey for members to complete:
 - Rate the effectiveness of the event
 - How likely are you to do something differently because of participating in this event?

Community

- Number of community events your band participate in or sponsor
- Number of participants at community events over total membership
- Visibility in the community
 - Number of interactions over the number of total participants = interaction percentage

Recruitment / Retention

- Number of members participating in recruiting events over total membership
- Number of members interacted with over the total number of participants
- Number of recruits who join the band and remained a member for more than 6 months over the total number recruited

Professional Development

- Number of professional development programs/events held
- Members attending professional development events over total membership
- Musical development:
 - Number of sectionals offered
 - Availability of rehearsal notes
 - Number of guest artists

Band Strategy

- If you do have goals aligned to the band, then determine what you measure using those goals as a starting point

BIPOC COMMISSION PROGRAM



HIGHLIGHTED EXAMPLE

BIPOC (Black, Indigenous, Person of Color) Commission Program

San Francisco Lesbian/Gay Freedom Band





Reflection Worksheet - Grow

1. How are you seeing this stage demonstrated today in your band?
2. What in this section resonates with you the most?
3. What might you bring back to your band community?


A vibrant scene of a pride parade. In the foreground, several people are waving large rainbow flags and transgender flags (with blue, pink, and white stripes). The background shows a large, ornate building with a green dome and spires under a clear blue sky. The overall atmosphere is celebratory and colorful.

Thrive

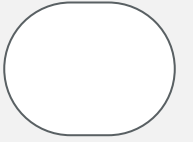
Succeed and Flourish

Thrive

Succeed and Flourish

-  **DEIAB Progression Model**
- What should be measured and ramping up metrics by aligning to pillars/areas of focus
- Pulling it all together: Brainstorming, prioritizing, documenting, and aligning
- Talent planning
- The ABC of allies
- Expanding through communities
- Leading and inspiring

Before You Thrive



Grow Stage

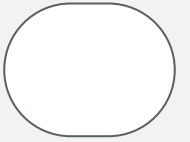
- Do you have a funding process in place?
- Do you have communication processes in place that are working well?
- Do you plan and execute programming on an annual basis?
- Do you have some metrics in place? Are you measuring on a regular basis?
- What reporting do you have in place?

Thrive Stage – Focus on:

- Ramping up your metrics
- Developing and implementing a multi-year plan
- Making talent planning routine
- Developing your process for launching community groups
- Recruiting and engaging allies
- Keeping all the balls in the air with everything you implemented during the Grow Phase

DEIAB Progression Model

Pillars and Areas of Focus for the Thrive stage



Band Culture

- How does your DEI Committee make your band's culture and musical environment the best place to be?

Community

- What can the members do within the communities you serve?

Recruitment / Retention

- How can the DEI Committee help with recruiting diverse members, Board members, artistic staff, composers, etc.?

Professional Development

- How can you work with the Board, artistic staff, members, supporters, volunteers, community, and the DEI Committee to focus on members' and artistic staff's artistic/musical development and Board leadership and governance?

Band Strategy

- How can your DEI Committee support your band and its mission and goals?



 HIGHLIGHTED EXAMPLE

Youth Pride Band

South Florida Pride Wind Ensemble



Reflection Worksheet - Thrive

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Discussion Guides

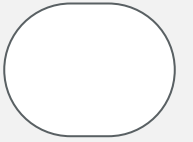
Listen and Facilitate

What Discussion Guides are available?

- Ability and Mobility
- Digital Accessibility
- Gender Identity
- Grappling with Exceptionalism
- Intergenerational Dynamics
- Neurodiversity Accessibility
- Race and Ethnicity
- Sexual Orientation
- Socioeconomic Status
- Tips for Handling Conflict
- Transformational Community Engagement
- Wheel of Consent



Ability and Mobility Discussion Guide



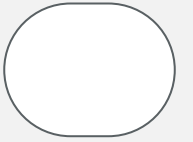
Introduction

- Although many public buildings now meet the requirements for accessibility defined by the Americans with Disabilities Act (ADA), many older buildings like theatres may not yet meet those requirements.
- All leadership designees should familiarize themselves with barriers to access due to mobility. In addition, who work with the public should be trained to discuss and assist with mobility issues. The need for assistance is always determined by the individual.

Instructions

- For each of the scenarios below:
 - ✓ Identify the issues surrounding equity, access, and belonging present in the scenarios.
 - ✓ Reflect on how this situation may, or may not, be present in your own band.
 - ✓ Brainstorm a range of possible responses to the scenario. In your band, whose responsibility is it to speak up and challenge, or support, the issue presented?
 - ✓ Record your conversations and responses for reporting back to the larger group.

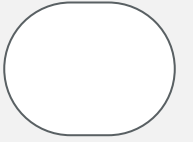
Ability and Mobility Discussion Guide



Scenarios for Discussion

1. You are a band director. For the first time, a wheelchair user auditions for the band. You look over the rehearsal space and see wheelchair accessible signage, so you tell the new member “Our rehearsal space is accessible.” After the first rehearsal, the new member approaches you and explains how the stall in the restroom doesn’t allow for them to get their chair in AND close the stall door. This conversation leaves you feeling insecure that you have the capacity to assess accessibility.
2. Your band is performing a series of concerts at out-of-town venues. One venue is a state-of-the-art facility, completely ADA compliant for audience members. At the tech rehearsal, a member who uses a walker finds the stage entrance is up a short flight of stairs. Though it takes time to find an accessible entrance, they are assured the entrance will also be unlocked in time for the performance. It isn’t and your band member nearly misses the concert trying to get on stage.

Ability and Mobility Checklist



- **Public Transit**
- **Building Entrances**
- **Entrance Door Handles**
- **Mats and Ramps**
- **Outdoor Infrastructure**
- **Indoor Infrastructure**
- **Other Mobility Accessibility Concerns**



Reflection Worksheet - Discussion Guides

1. What in this section resonates with you the most?
2. What might you bring back to your band community?



What's next?

Access the Playbook, Evaluate, and Contact Us

This is a process. A challenging process.

 We invite you to be curious.


 Ask questions.

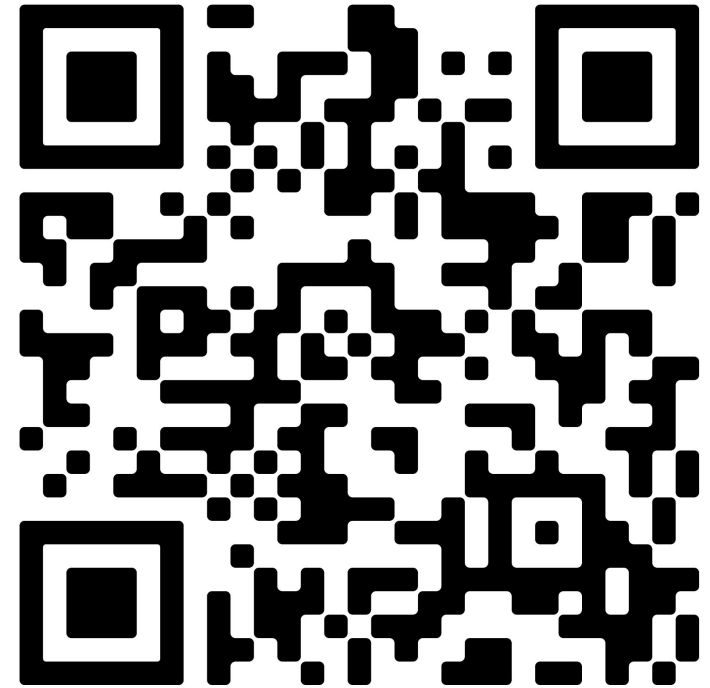
 Learn from each other.

 Celebrate our strengths and the process.

 You being here and showing your interest is worth celebrating!

Where to start?

1. Access the evaluation 
2. Use the evaluation to help determine what areas to focus on and where your band is in the progression model



[https://forms.gle/
GJq4T4pHQ6iQUFf39](https://forms.gle/GJq4T4pHQ6iQUFf39)

How to access the DEIAB Playbook

Currently available via the
Pride Bands Alliance website

Want assistance?

The DEI Committee is available to
coach and help you use the Playbook

How to Contact Us

Ask us questions.

Help us continue to evolve the Playbook.

Share your ideas, feedback, resources.

Volunteer with our Committee.

✉ DEI@pridebands.org



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Sam Aquino Pogue
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David Doan
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Jason Stephens
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Thank You

Pride Bands Alliance Diversity,
Equity, and Inclusion Committee

✉ DEI@pridebands.org





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Pre-Launch Discovery			
Launch Plan			
Grow Develop and Build			
Thrive Succeed and Flourish			

Discussion Guides

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