



Harmony Heartland Region 4

sai-region4.org · Region4Mail@gmail.com

Report from the Communications Coordinator - September 2020

Items Worked

- Created Singing Summit 2021 survey to poll members about the feasibility of attending an in-person seminar in January 2021. Sent results to RMT.

Diversity & Inclusion Committee Update & Feedback Request

- The HHR4 D&I Committee met on Wednesday, 9/9. We are seeking to move forward with a few items of work, and would like the RMT's feedback on them.
- This committee is co-led by Donnetta Hawkins (MNC) and Emily Sartain (SCC). I am serving as a liaison between the committee and the RMT for sake of ease.

What are our regional songs?

- This may seem like a silly question to start, but on our website, there are seven songs listed as "regional" songs. We believe that some of these may actually be "international" songs - ones that are often sung at international events but are seldom if ever done regionally. We'd like to have some clarification, to be able to make this delineation before completing our review.
 - Harmonize the World
 - How We Sang Today
 - It's My Song
 - It's The Music That Brings Us Together
 - One Song At A Time
 - Send Your Love
 - We Are Family

Where does the D&I Committee fall?

- Is there a particular division of the RMT that the D&I Committee should fall under? If there is no preference among the RMT members, perhaps Education or Team Coordinator? We (the D&I Committee) are open.



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Request for data collection

- The D&I Committee would like to move forward with a Member Demographic Data Collection initiative. A summary of this project is included at the end of my report. Please review and advise.

Chorus Status - Board Buddies

- River Magic Chorus - Patsy Stephenson, President & Beverly Miller, Director
 - Have not contacted. Will do so this week.
- Scenic City Chorus - Megan Grass, President & Jennifer Cooke, Director
 - Have not contacted. Will do so this week.
- White River Sound - Susie Fintz, President & Pam Jensen, Director
 - Have not contacted. Will do so this week.

Needing Action

- Requested a short description of job duties from each RMT member to help communicate our work to those unfamiliar.
 - Date Requested: March 3, 2020
 - Action: Liz and Lura
 - All others have been posted here: <https://sai-region4.org/leadership>
- Contact Board Buddies
 - Action: Jeanne
- Send out Annual Regional Evaluation results to RMT
 - Action: Jeanne
- Provide feedback on highlighted D&I items included in this report
 - Action: RMT

D&I Project Proposal: Member Demographic Data Collection

Overview

The D&I Committee would like to introduce a member demographic process for Region 4 chapters. Chapters would collect demographic information (e.g., age, race, ethnicity, ability, gender identity, etc.) useful to their understanding of chorus diversity. Then they would report demographic totals to our



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region periodically, allowing us to understand the demographic baseline and trends of Region 4 membership.

Methodology

We want to create a common approach to collecting the information, so that there is a clear understanding of the benefits and so that the data is in a consistent format for analysis. Since our chapters are familiar with the spreadsheets used for AETs and event registration, the region would create a similar spreadsheet template for chapters, as well as a suggested chapter survey form for individual members to complete. Chapters could choose to use paper surveys or translate to a Google Form or similar tool.

Individual members would self-identify for the demographic categories. Each category would include a write-in option and “prefer not to say” option. All information would be shared voluntarily and kept confidential within the chapter.

Aggregate counts would be sent to the Region periodically (we suggest three times a year). We imagine an initial “baseline” survey of existing members, and then chapters would maintain their spreadsheet as members are added or resign in the future.

Communication

The region would plan a series of member communication pieces to explain the reason for and benefits of collecting demographic information. Separately there would be communication with chapter leadership (membership or delegate) about the process and timing, as well a suggested script to use with new members to explain the data collection and how it will (and will not) be used.

Chapter Pilot and Roll Out

If the RMT supports this project, we would like to begin with 2-3 chapters to pilot the idea and work out any problems. After successful pilot, we would roll out to all chapters.

The Future: Measuring Inclusion

Measuring diversity is an important step and a literal demonstration of an organization that attracts and welcomes all people. But the proportions of diversity only tell part of the story. In the future, we would also like to help our chapters incorporate qualitative measurement of inclusion: Do members feel seen? Do members feel they belong? Qualitative feedback is a “next level” goal, but we want to keep it in sight as we work on the quantitative measures.