




Office for
CULTURAL DIVERSITY

“To cultivate a supportive learning environment by actively promoting a climate of respect for personal and cultural differences.”

—From the Berklee Mission Statement

Berklee
college of
music



“Our commitment to diversity springs directly from the recognition that Berklee must be a welcoming environment for all people with talent, aptitude, and motivation who aspire to study and create contemporary music.”

—Roger H. Brown, President

Welcome to the Office for Cultural Diversity

The Office for Cultural Diversity was established to provide support for Berklee’s diverse community. Our responsibility is to integrate the variety of cultural values and perspectives at Berklee into what we do at all levels, through policy development, resources and education, and sponsorship of initiatives for staff, faculty, and students. These strategies are designed to nurture a spirit of respect, openness, and awareness of the spectrum of values and backgrounds that enrich our environment.

The Aim for Diversity

We approach diversity as a philosophy and as an objective. Central to our purpose is our commitment to attracting the widest array of musical innovators into the college community and providing an environment that supports their creative process. We also seek to integrate these values into teaching and decision-making, which radiate to students through leadership as much as through curriculum.



Diversity Values Statement and Definition

Cultural diversity is integral to the mission of Berklee College of Music simply because cultural diversity is integral to music itself. Innovators from diverse backgrounds and cultures have created the music studied here. An essential part of a Berklee education is gaining an appreciation of the rich variety and interdependence of the cultural traditions from which the music they study originates.

We must be a community in which every member's voice is valued and respected. A diverse, inclusive work and learning environment is essential to maintaining our role as a leader in contemporary music education. It is imperative that we take specific steps to attract and retain the widest array of talented musicians and provide an environment that supports and nurtures their creative process. The fulfillment of our mission—to educate, train, and develop students to excel in music as a career—will be demonstrated in their influence both on the future of music and on the larger culture.

We view diversity holistically, understanding that the definition is constantly evolving. Our definition of diversity includes race, color, gender identity, nationality, ethnicity, class, religion, ability, age, and sexual orientation. We also know that a diversity of ideas, approaches, disciplines, and learning and musical styles are essential to inclusion and equity. The integration of myriad cultural values and perspectives into what we do at all levels, from teaching to decision-making, is critical.

Many challenges lie ahead in all areas. We believe that increased diversity will support our strategic objective of attracting the highest-quality students, faculty, and staff to Berklee. To accomplish this, we must create a welcoming and supportive multicultural atmosphere for all members of our community. This focus is not the work of any one individual or office—it is the work of everyone. In this spirit, we will encourage a campus-wide climate of respect, openness, and awareness that celebrates and values our diversity.

STRATEGY

ENROLLMENT

Fast track

1. Build diversity into student orientation
2. Ensure that the auditions process is accessible to all students, including low-income and rural students, and looks at the “whole student”
3. Develop more support systems for international students and students with limited English proficiency
4. Assess support that currently exists for students with learning disabilities
5. Increase class and race diversity within the student body. Track progress on recruitment and retention of diverse students
6. Work with First Year Student Advisory Program (FYSAP) committee to ensure more support for international students and other diverse groups
7. Reflect diversity values in college messages and communications

Long Range

1. Look at further diversifying enrollment of women, students of color, and students from various economic classes across majors

FACULTY AND CURRICULUM

Fast track

1. Establish study abroad programs available to all Berklee students
2. Develop best practices document for faculty recruitment and retention
3. Develop prototype course on Diversity, Culture, and Artistry
4. Provide diversity education for faculty that addresses cultural competence
5. Provide ESL support to ensure that international students have proper assistance
6. Explore development of a Center for Music and Society
7. Provide faculty development programs on diversity and culture

Long Range

1. Coordinate closely with the Curriculum Review Initiative, participating in curriculum review process to incorporate diversity across the curriculum and better inform students about the history of the music
2. Continue to track progress on diversity in faculty recruitment



FACILITIES

Fast track

1. Develop venues, including physical communal spaces, for activities, clubs, and organizations to hold programs, events, and social gatherings that promote diversity
2. Ensure diversity considerations, including accessibility, are a part of the long range master plan by ensuring diversity interests are represented in those discussions
3. Make existing facilities more welcoming to diverse groups

Long Range

1. Ensure diversity considerations are a part of the long-range master plan by ensuring diversity interests are represented in those discussions

RESOURCES

Fast track

1. Increase diversity among vendors and their staff
2. Link diversity strategy to college capital campaign
3. Further assess needs of Counseling and Advising Center to meet the changing needs of students
4. Use alumni as student mentors

Since diversity should be viewed as part of all that we do (rather than a stand-alone concept), our diversity strategy reflects the college's strategic initiatives.

COMMUNITY

Fast track

1. Build diversity into orientation for staff and faculty (new hires)
2. Create top down diversity training, beginning with President's Council, which incorporates cultural competence in management training
3. Develop events, workshops, and dialogues that provide opportunities to bring together different segments of the Berklee and external community, as well as provide more celebration of diversity
4. Distribute a values statement on diversity with a definition as a starting point for creating a shared vision
5. Introduce fitness programs that meet the needs of a diverse community/arrange for universal access to area fitness programs
6. Explore development of a Center for Music and Society

Long Range

1. Recruit diverse faculty and staff to reflect student diversity
2. Recruit and retain a diverse group of trustees
3. Establish performance indices that encourage and promote leadership and promote accountability for progress, starting with President's Council
4. Learn more about industries/culture associated with our majors

INTERACTIVE STRATEGIES

Fast track

1. Build organizational commitment and infrastructure for diversity
2. Launch a college-wide diversity values statement and strategy
3. Expand City Music program

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