To the New England Conservatory Administration,

Included with this letter are ~400 signatures from NEC students, alumni, parents, staff, past staff, and affiliates of the NEC community.

The petition attached is a call to action in solidarity with the Black Student Union as well as the Progressive Alumni Coalition. Over the past four weeks, we, the Revolutionary Students Alliance, have been supporting the members of the aforementioned groups conceptualizing a three-fold (BSU, PAC, and RSA) systematic response to the forms of institutionalized racism present within NEC’s organizational structure. As this is the third iteration of a group calling on NEC, we are writing this letter and igniting this call to action on behalf of people of colour currently attending our school.

As it appears now, our lives are dependent on the degree to which our white counterparts reach a state of awakening. We feel a certain sentiment of neuroticism because the school to which we owe part of our identity has not made space for us, though we choose to enroll year after year. There is an aching crevice within our minds and hearts that grows deeper with resentment and cynicism each day. That crevice, should it be rectified, will be done so through truth, reconciliation, and immediate radical institutional reform. We believe that now more than ever the POC’s of the student body (BSU, PAC, and RSA) and change-agents like DEEP should be more connected to institutional reform than they have ever been before.

Our comrades around the world taking to the streets to express their grief share the same sentiments with those putting pen to pad and signature to petition. Our pain will fall on deaf ears no longer. We value President Kayln’s recent commitment to listen more and hope NEC will internalize everything we’ve written in this letter, and be transparent as we facilitate change.

We believe in NEC’s ability to change and furthermore we understand our inexorable link to the future of NEC and conservatories alike. Our student body is standing up, with ears engaged, watching the moves of their leaders with such hawk-like intent. We are waiting to see each step the institution takes, earnestly hoping the steps are taken with our hearts and bodies in mind. We view the appointment of Mr. Stanford Thompson as ground-zero and comprehend the magnitude of the work that has to be done. The statement, “The future of music starts here” was made preemptively. It can be said that with the appointment of Mr. Thompson, the future of music (in the conservatory) has begun. The change can not be made without us. The future cannot hold light without heeding the cries of the hurt and disadvantaged.

In looking towards a better future for all of us,

The Revolutionary Students Alliance
Cheyanna Duran Noga Cabo
Tyler Wagner Jahnvi Madan
David Norville
NEC created a DEI (Diversity, Equity, and Inclusion) Task Force of students, faculty, and administration during the spring of 2019. In the spring of 2020, they were tasked with hiring a consultant for the institution to help address racial injustices within NEC. The task force decided on hiring an organization called DEEP (Disruptive Equity Education Project), and DEEP created an in-depth proposal to effect needed change. However, with no communication between NEC and the DEI task force until 3 hours beforehand, NEC announced the institution’s decision to hire Stanford Thompson, a classical musician and founder of Play On Philly, an organization that provides underserved children with classical music instruction with the goal of teaching life skills. While the appointment of Stanford Thompson marks progress and reactivity to our institution's inequities, we as students believe that in addition to his appointment, the necessary steps to ensure our community's change must be multi-faceted and address the design and makeup of our school's system on an interpersonal and systemic level. We need individual consultants, as well as organizational consultants to effectively combat these issues. To effect real change, it is imperative that NEC take the following actions.

- NEC will meet the existing demands made by the BSU in their recent statement.
  - Statement can be found in email from Andrea Kalyn on June 2nd

- NEC will begin their partnership with DEEP as planned beginning fall of 2020 by the DEI Task Force. Working with the consultant, the task force will create an Office of Diversity, Equity, and Inclusion. Members of the task force should be compensated for their time.

- NEC will establish an Office of Diversity, Equity, and Inclusion within the next 3 years. The office will at the bare minimum oversee hiring practices, design inclusive academic curriculum, program events, engage in institution-wide strategic planning, and provide resources and support for students, faculty, staff, and administration belonging to groups marginalized by their race, gender, sexuality, ability, and class. The Office of DEI will also hold NEC accountable to fulfilling these demands.

- NEC administrators must program at least one piece by a Black, Indigenous, or composer of color for all concerts performed by the classical department large ensembles beginning with the 2020-2021 school year.
  - Large ensembles include Philharmonia, symphony, choir, symphonic winds, and wind ensemble.

- Beginning in the fall of 2020, NEC will hire Black, Indigenous, and people of color to all departments at NEC including jazz, contemporary improvisation, classical, music history, music theory, liberal arts, staff, and administration. NEC will consistently reevaluate hiring practices by working with the Office of Diversity, Equity, and Inclusion, and the percentage of BIPOC faculty, staff, and administrators will reflect the percentage of BIPOC students within 5 years. If there are 15% students of color across all
departments, there should be 15% faculty/staff/administration of color spread across all departments.

Tyler Wagner, BM 2020
Ariel Vera, BM 2022
Robert Murphy, BM 2020
Gillian Bobnak, BM 2021
Cassandra Pinataro, BM 2020
Naledi Masilo, BM 2021
David Norville, MM 2020
Joseph van Leeuwen, MM 2021
Paul Mardy, MM 2020
Anna Abondolo, BM 2022
Jonathan Lawlor, BM 2021
Austin Canon, BM 2020
Jahnvi Madan, BM 2023
Isaac Dubow, BM 2023
Daniel Stromland, BM 2022
Noga Cabo, BM 2023
Sara Pajunen, MM
Cheyanna Duran, BM
Erika Hallenbeck, MM 2022
Jamie Monck, MM
Lila Sears, BM 2023
Andrew Barnwell, BM
Rahul Carlberg, BM 2021
Jessica Shand, MM 2022
Bradley Stone, MM
Declan Sheehy-Moss, BM 2022
Miranda Agnew, BM 2022
Samantha Spear, MM 2021
Ria Modak, Harvard/NEC Dual Degree 2023
Tyler Bonilla, BM
Nicolás Sol Daglio Fine, BM 2024
Rafael Natan Horowitz Friedman, BM/MM
Isabella Gorman, BM 2022
Emily Siar, DMA 2021
Aaron Dutton, MM
Hannah Ruby Joskow Dunton, BM 2023
Ryan Cunningham, MM
Utsav Lal, MM
Maurice Liu, MM
Sam Reiss, BM 2023

Sam Margolis, BM 2021
Olivia Becker, BM 2022
Emma Burge, MM 2022
George Behrakis, MM 2022
Gina Ruzhansky, MM 2020
Allyson Bennett, MM 2022
Kelly Bray, MM 2021
Tennison Watts, MM 2021
Lizzy Stant, MM 2021
James Davidson, MM
Molly Flynn, BM 2023
Ben Eidson, BM 2022
Juliette Kaoudji, MM 2022
Isabel Oliart, BM
Heather Milberger, BM 2021
Tres Foster, BM 2022
Kimberly Anne Phan Stattem, BM
Geneva Lewis, AD 2022
Matthew Estabrook, BM
Stephanie A. Munoz, BM 2015 MM 2017
Caroline Meade, BM
Marina Beeson, BM 2021
Erica Gonzalez
Hee-Soo Yoon
Luke Sieve, BM 2022
Jacob Rex Zimmerman, BM
Mark Tse, MM
Jonathan McGarry, BM 2021
Sarah Matsushima, MM 2021
Roxanne Coss
Cordelia Tapping, BM
Suni Norman, BM 2020
Alec Watson, BM
Jameson Wells, MM
Leo Weisskoff, BM 2023
Miles Keingstein, BM 2022
Shane Dylan, BM 2021
James Paul Nadien, BM 2022
Gabriel Soileau, MM 2021
Charles Jones, BM 2022
Grant Houston, MM 2022
Theodore Robinson, BM 2021
Theodore Rogers, BM 2023
Richard Cabo, Parent
Chase Morrin, MM 2016
Stephanie A. Muñoz, MM 2015 GD 2017
Hadassa Rosenkrantz, Parent
Vilray Blair Bolles
Robert Diaz, Bm 2022
Gwen Krosnick, MM 2013
Jonathon Comfort, BM 2017
Caroline Jesalva, BM 2023
Hana Cohon, MM 2020
Ayano Nakamura, BM 2023
Grace Ward, BM 2021
Elisa Sunshine, MM 2015 GD 2016
Maria D’Ambrosio, MM 2021
Gabriel Avi Randall, BM 2023
Priya Carlberg, MM 2020
Suzanne Grant Dixon, MM 2016
Natalie Dietz, MM 2016
Rafael Delsid, MM 2017
Samantha Lax, MM 2015
Yi-Mei Templeman, BM 2022
Sarah-Hadley Yakir, BM 2017 MM 2020
Kabir Adhiya-Kumar, BM 2022
Damon Smith, BM 2017
Tatjana Roos, BM 2019
Mckinley James, BM 2020
Christine Lamprea, MM 2013
Sho Kato, MM 2018
Cate Byrne, BM 2022
Michael Sabin, BM 2020
Derek Joshua Weagle, MM 2017
Yu Ting Huang, BM 2022
Raef Sengupta, BM 2019
Ari Chais, BM 2022
Juan Suarez, MM 2020
Nicolas Perkins, BM 2023
Gabrielle Hsu, BM 2021
Halam Kim, GD 2021
Colin Miller, BM 2023
Jazmyn Trujillo, MM 2021
Samantha Fox, BM 2021
Daniel Blacksberg, BM 2006
Sami Watts, BM 2021
Jon-Michael Taylor, BM 2022
Jhon Alvarado, MM 2021
Kaitlin Burton, BM 2023
Joseph Powers, BM 2023
Rubin Hohlbein, BM 2018
Lucy Little, MM 2021
Wayne Reiss, MM 1992
Michael Prenty, BM 2014 MM 2020
Riley Vogel, MM 2021
Delfina Cheb, GD 2021
Alexander Toku Whiting, BM 2019
Maura Shawn Scanlin, BM 2017
Maria Ioudenitch, AD 2022
Matthew Delligatti, BM 2014
Daniel Cho, MM 2019
Kathryn Knox, BM 2020
Thomas Abbott, BM 2020
B Panh, BM 2019
Amanda Ekery, MM 2018
Gabriela Martina, MM 2021
DJ Cheek, MM 2014
Samuel Andonian, BM 2020
Caitlin Tay, BM 2024
Karlie Roberts, BM 2023
Alexis Aguilar, MM 2021
Joseph Vasconi, BM 2023
Kevin Smith, BM 2024
Caleb Montague, BM 2023
Ethan X Shen, BM 2024
Beyonce Zambrano, BM 2024
Lemuel Abraham Marc, BM 2024
Anna Grace Devine, BM 2024
Anne Fanelli, BM 2020
Casey Dienel, BM 2007
Hannah Goldstick, BM 2022
Ari Isaacman-Beck, GD 2014
Avery Logan, BM 2020
Diego Martinez, BM 2022
Yu Lin, BM 2020
Kai Rocke, BM 2017
Madeleine Wiegers, BM 2023
Andersen Haley White, MM 2021
Patrick Keppel, Faculty/Staff
Jennie Segal, MM 2021
Marie Fujimoto, BM 2021
Aimee Kathryn Toner, MM 2022
Jessie Boyd, MM 2019
Litha Ashforth, BM 2023
Kristen Murdaugh, MM 2019
Abrah Ophelia Katzman, BM
Andrew Port, BM 2017 MM 2019
Tracy Strauss, Faculty/Staff
Amelia Y Sie, MM 2019
Ryan Turano, BM 2020
Kevin Zhang, BM 2010
Engin Ozsahin, BM 2020
Holly Alper, MM 2019
Christopher Watford, BM 2010
Jacob Hiser, MM 2016
Stephen Jackson, MM 2019
Michelle Keem, BM 2010 MM 2013
Mary Lynch, BM 2010
Madhu Kachru, Parent
Nan Ni, BM 2021
Alexander B. Garde, BM 2020
Lucy Kirby, Partner
Nicholas Rosario, MM 2019
Terri Lyne Carrington
Jill Gatlin, Faculty/Staff
Dorée Gordon, BM 2024
Kebra-Seyoun Charles, BM 2020
Alexander Matheson, MM 2021
Amir Siraj, MM 2022
Suzanne Hegland, Faculty/Staff
Izumi Amemiya, MM 2022
Hunter McKay, DMA 2023
Efstratios Minakakis, Faculty/Staff
Ashleigh Gordon, MM 2008
Paul Watts, Parent
Bea Watts, Parent
Stephanie Tignor Borgani, MM 2021
Fanya Wyrick-Flax, MM 2018
Ariel Vera, BM 2022
Longfei Sun, BM 2023
Isabella Lorenzo-Giguere
Helen M Reiss, Parent
Synthia Pullum Campbell, MM 2014
Betty Lee Minckler, Parent
Mattia Maurée, MM 2014
Andrew van der Paardt, MM 2019
Chase McClung, GD 2021
Michelle A Norville, Parent
Shannon Duran, Parent
Jonathan Duran, Parent
Mattias Kaufmann, BM 2023
Matthew Duveneck, Faculty/Staff
Yaniv Yacoby, MM 2016