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# Lessons in Diversity and Bias

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# Lessons in Diversity and Bias

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Music Library Association Annual Meeting  
February 21, 2019

# Learning Objective

Participants will engage in three active-learning activities in order to challenge accepted world views, uncover unknown biases, and learn new pedagogical techniques.

NEW GROVE  
Dictionary  
of Music  
and  
Musicians  
EDITED BY  
Stanley Sadie

A Critical look  
at Grove

A collection of school supplies is scattered on a dark blue background. The items include a wooden ruler in the top left corner, several silver paper clips, three rolls of decorative tape (one with yellow triangles, one with a diamond pattern, and one with yellow polka dots), and three pencils (two grey and one white). A small, realistic-looking soft-serve ice cream cone with white vanilla swirls on a yellow wafer cone is positioned in the center. The text 'MUS 830 Research Methods and Materials' is displayed in a white box on the right side of the image.

## MUS 830 Research Methods and Materials

- Required course for all DMA students, some Masters students
- Each semester, I teach two 90 minute sessions in library

[About](#) [Tools and Resources](#)

OXFORD MUSIC ONLINE

# Grove Music Online

[Topic](#)

[Instrument](#)

[Era](#)

[Region](#)

[Place Type](#)

[Occupation](#)

CONSULT THE PRINT EDITIONS!



GROVE'S  
DICTIONARY  
OF MUSIC  
AND MUSICIANS

DICTIONARY OF  
MUSIC AND  
MUSICIANS  
Q-S

GROVE'S  
DICTIONARY  
OF  
MUSIC  
AND  
MUSICIANS



SONG-Z

think/pair/share

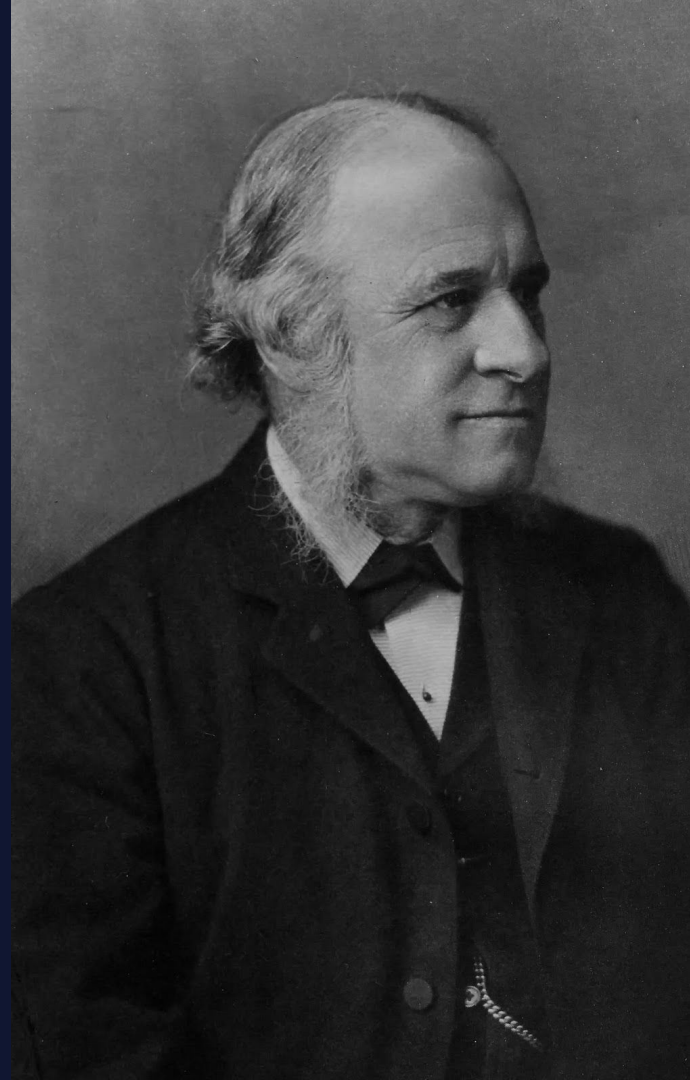
When did you first use Grove  
(either in print or online)?  
Why were you using it?



Yes, Grove is an  
important resource.

But why?

- Why do we use Grove?
- Who writes the articles in Grove?
- How do articles get added to Grove?
- And who even is Grove?



Using a topic or person you are researching for your project, find a relevant article online via Grove Music Online. In addition, find an article on the same topic in an older print edition of Grove. Compare and contrast these articles, then share with fellow students at your table.

What is the same?

What is different?

## Entry from 1927 edition

of doing. On the other hand, he is frequently experimental, and has allowed the publication of some smaller works which will probably be regarded by future generations as little more than unimportant essays in the new media subsequently exploited by him in more significant compositions. This is not to say, however, that any of the published works are lacking in finish from the technical point of view: Stravinsky handles his material with remarkable virtuosity even where he fails to reach his ultimate aim with complete success.

## Current entry available online

This combination of stylistic diversity and artistic unity and integrity seems to be the main source of Stravinsky's undimmed vitality as a creative force. For younger composers of almost every persuasion, his work has continued to offer inspiration and a source of method. And just as he stole without penalty, it seems that the best of his successors can go on plundering him with at least the hope of impunity.



Igor Stravinsky

Entry from 1904 edition

Carew (Thos. Walker, 1817)  
SCHUMANN, CLARA JOSEPHINE, wife of  
Robert Schumann, one of the greatest pianoforte  
players that the world has ever heard, was the  
daughter of FRIEDRICH WIECK, and was born at  
Leipzig Sept. 13, 1819. She began the PF. at

Current entry available online

(b Leipzig, Sept 13, 1819; d Frankfurt, May 20, 1896). German pianist, composer and teacher. One of the foremost European pianists of the 19th century and the wife and champion of the music of Robert Schumann, she was also a respected composer and influential teacher.



Clara Schumann



No entry until 2001  
edition.

Florence Price

# BARBARIANS AT THE GATES: GROVE AND WORLD PERCUSSION

BY TIMOTHY SESTRICK

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◇

All investigations into the music of barbarous nations have been avoided, unless they have some direct bearing on European music.—Sir George Grove, preface to *A Dictionary of Music and Musicians* (1879–90)

From September 2017

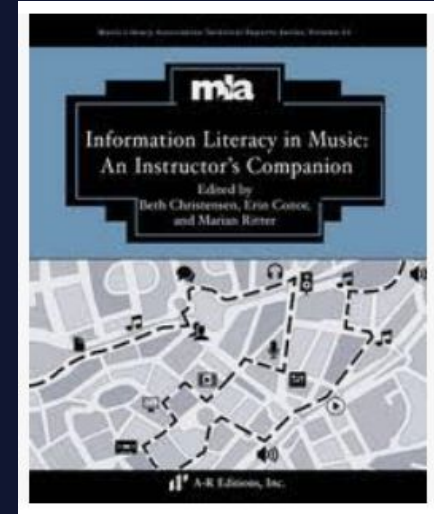
Notes



Percussion

If you have more time in  
your lesson...

Context, Reliability, and Authority:  
*Grove Dictionary* through the years  
-Amy Strickland  
p.99-103




## Selected Bibliography

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- Walsh, S. (2001, January 01). Stravinsky, Igor. Grove Music Online. Ed. Retrieved 18 Feb. 2019, from <http://www.oxfordmusiconline.com/grovemusic/view/10.1093/gmo/9781561592630.001.0001/omo-9781561592630-e-0000052818>.

## Images

- Title slide photo by [Lila De Lila on Unsplash](#)
- New Grove Dictionary of Music and Musicians, <https://www.flickr.com/photos/awhitis/854244528/>
- Coloured pencils, <https://unsplash.com/photos/7ACuHoezUYk>
- George Grove, <http://sydenhamforesthilhistory.blogspot.com/2016/06/a-blue-plaque-for-sir-george-grove.html>
- Igor Stravinsky, <https://www.theverge.com/2013/5/29/4375736/igor-stravinsky-rite-of-spring-100-anniversary-paris-riot>
- Clara Schumann, <https://www.pri.org/stories/2017-02-27/composer-and-pianist-clara-schumann-achieves-modern-milestone>
- Florence Price, <https://www.npr.org/sections/deceptivecadence/2018/02/09/584312486/songs-we-love-florence-price-violin-concerto-no-2>
- Djembe, <https://commons.wikimedia.org/w/index.php?curid=25688172>

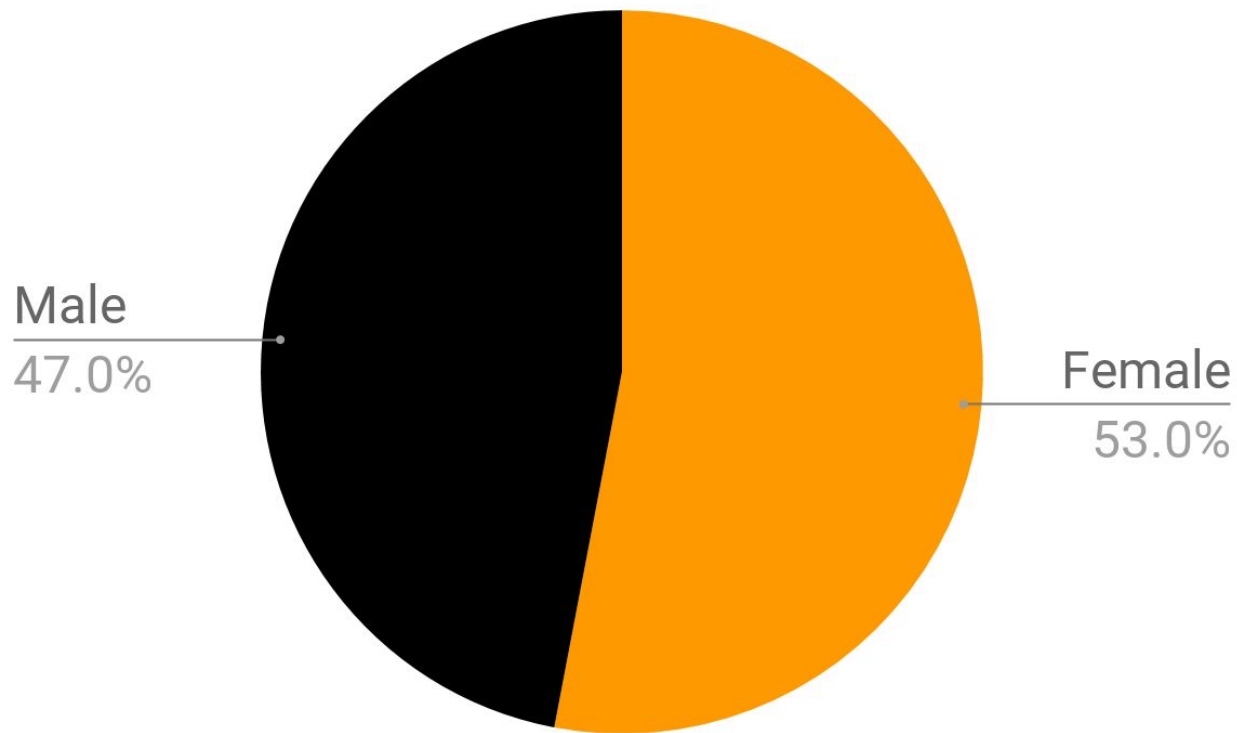




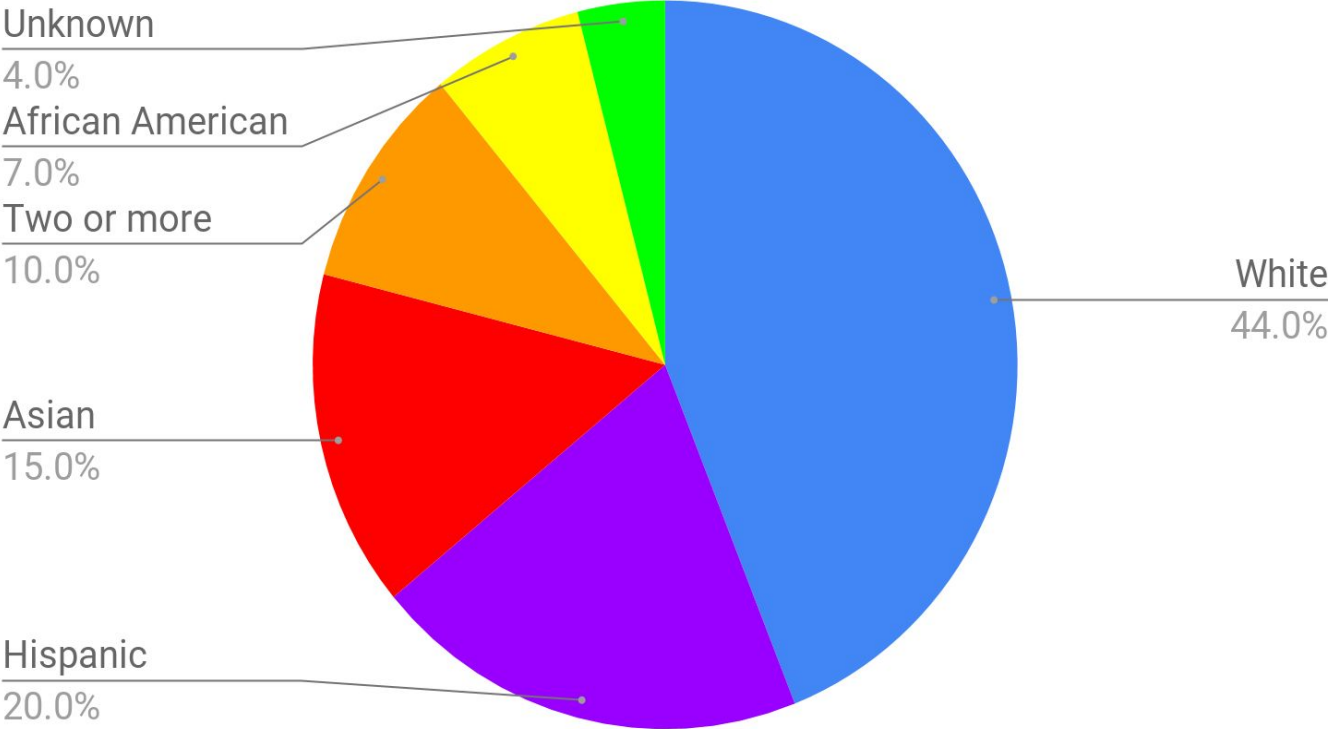
# Diversity in America's Orchestras and the American Music Industry

Write down 3 people who you see as an authority in music.

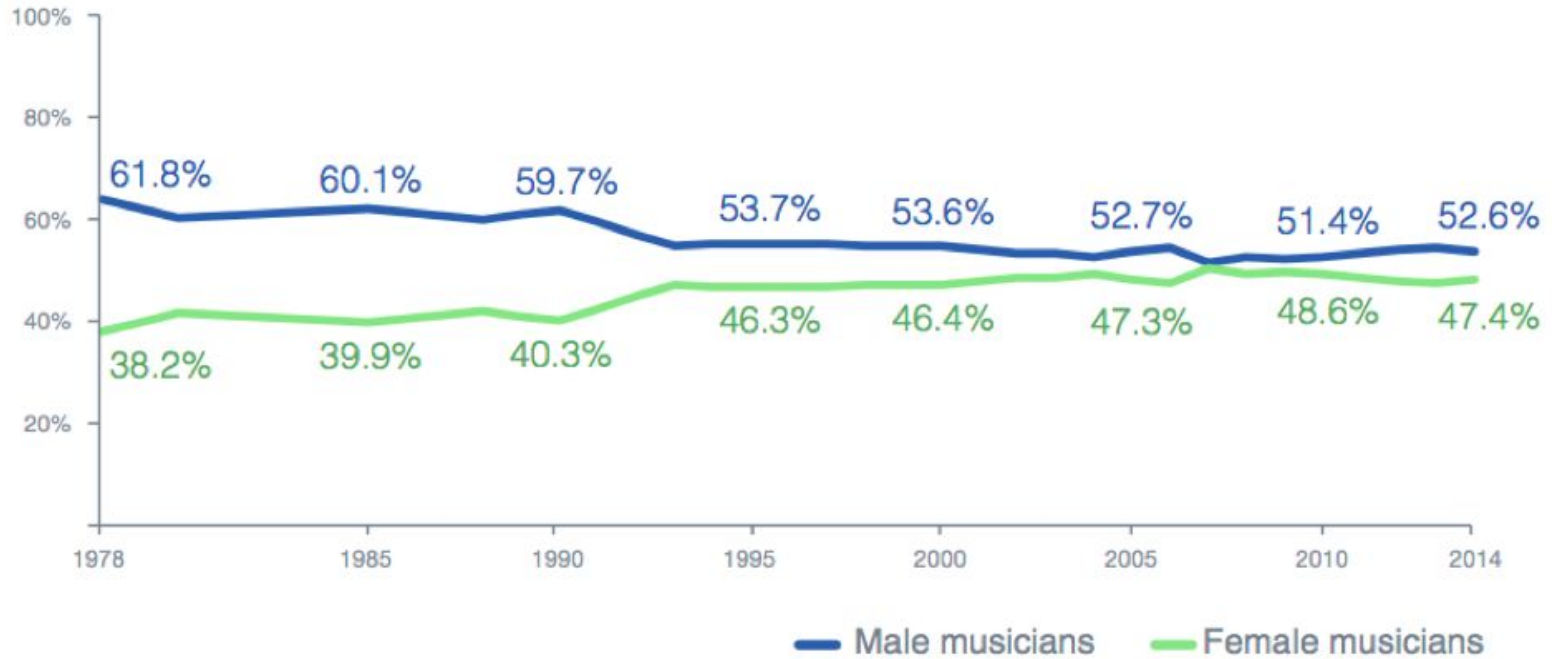
## Gender Diversity at the University of the Pacific's Conservatory of Music



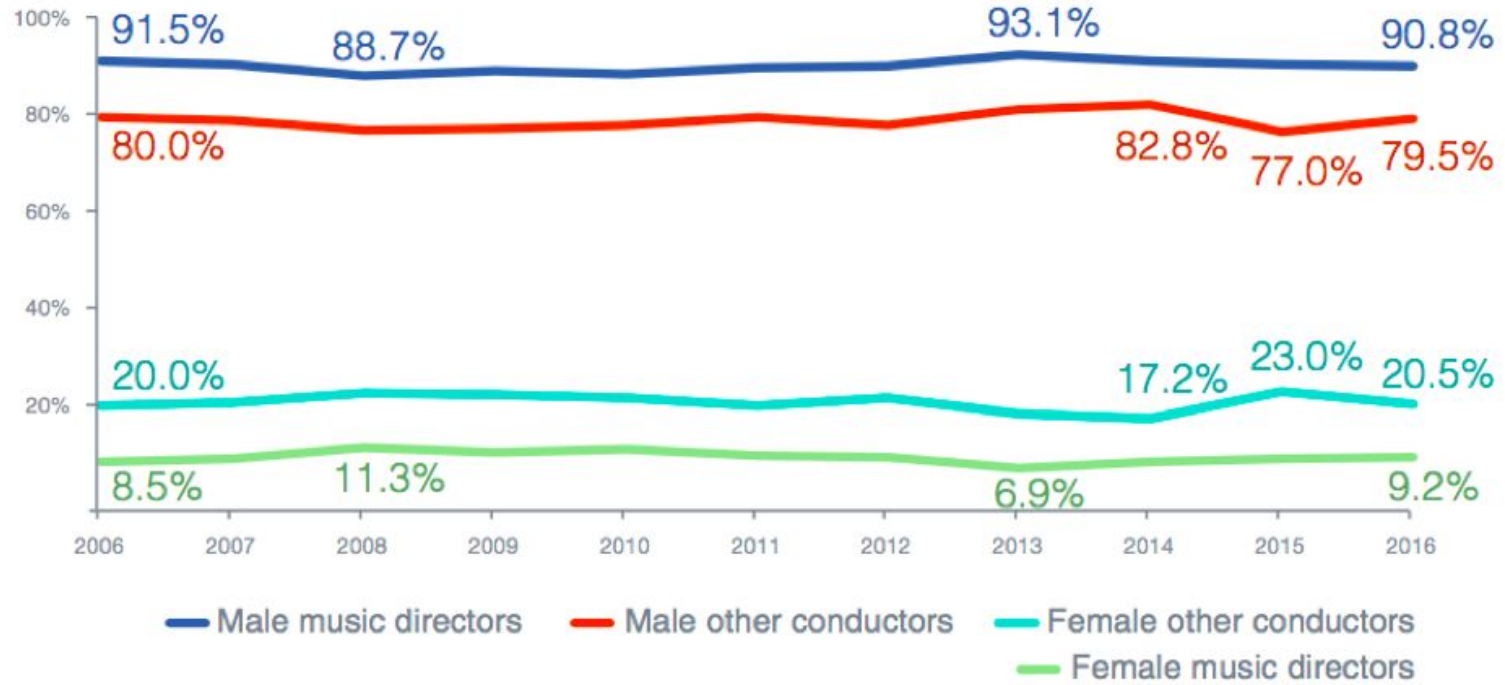
# Racial Diversity in the University of the Pacific's Conservatory of Music



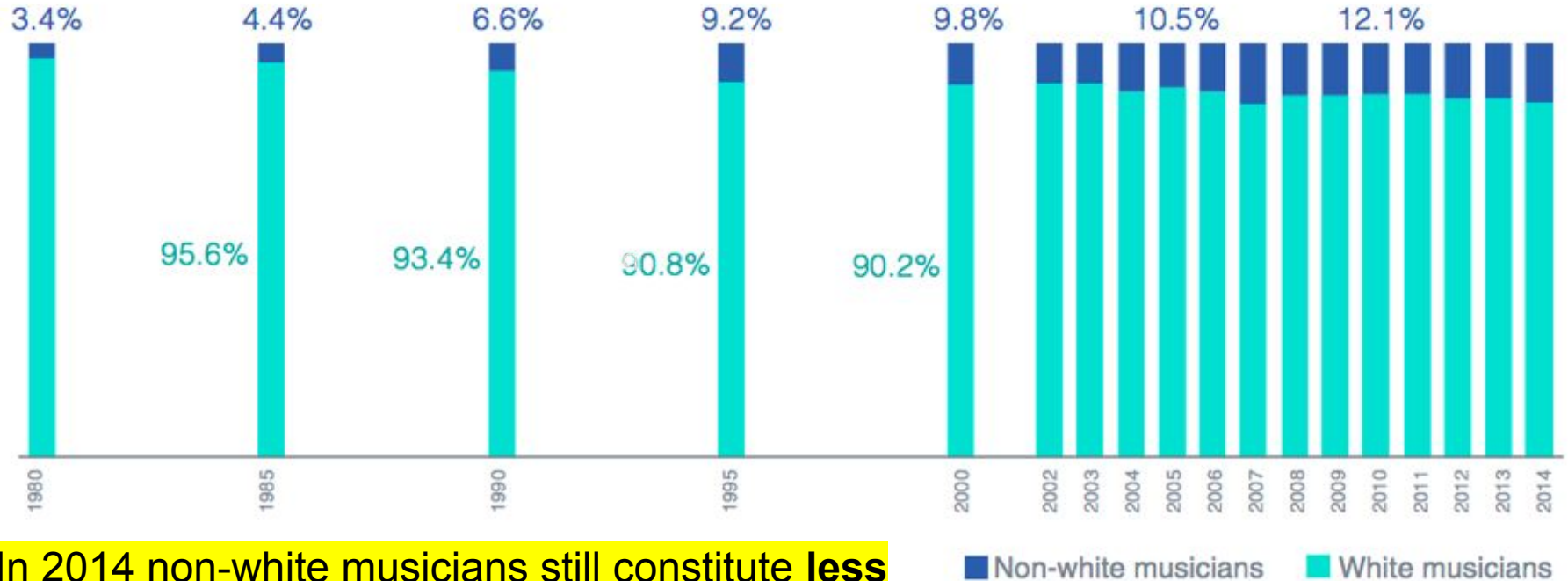
# Gender Diversity in American Orchestras



# Gender Diversity of Orchestra Conductors



# Racial Diversity in American Orchestras



In 2014 non-white musicians still constitute **less than 15%** of the orchestra musician population.

# Female Songwriters

## WRITTEN OFF: FEW FEMALES WORK AS SONGWRITERS









*Songwriter gender by year...*

	2012	2013	2014	2015	2016	2017	TOTAL
FEMALES	11%	11.7%	12.7%	13.7%	13.3%	11.4%	12.3%
MALES	89%	88.3%	87.3%	86.3%	86.7%	88.6%	87.7%



# Female Music Producers

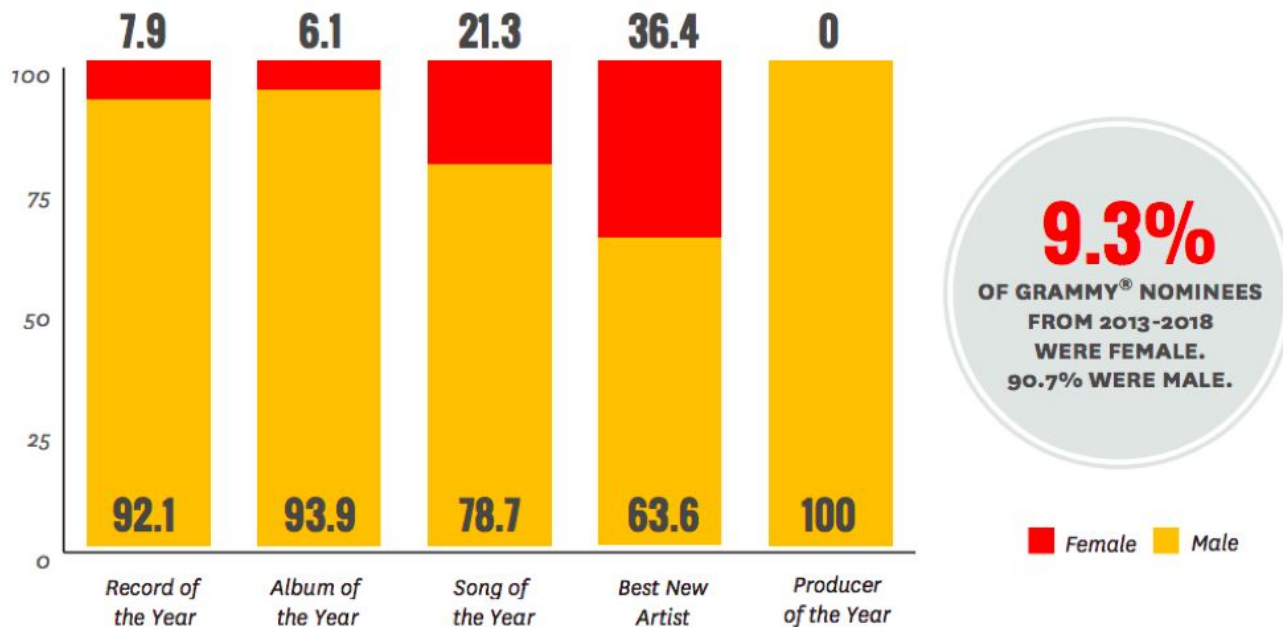
## CREATIVE CONSTRAINTS: FEW FEMALE PRODUCERS WORK IN MUSIC

2012	2015	2017	TOTAL
 97.6%	 98.2%	 98.2%	 98%
 2.4%	 1.8%	 1.8%	 2%

# Gender Diversity at the Grammy's

## THE GENDER GAP AT THE GRAMMY'S® IS REAL

Percentage of Female Nominees by Category, 2013-2018



# Reflection Time

- ❖ What, if anything, surprised you?
- ❖ What steps can we take to improve diversity in American orchestras and in the music industry?

# The Meg Quigley Vivaldi Competition & Bassoon Symposium



# Tips for teaching a lesson like this:

- ❖ You might feel very uncomfortable, and that is fine.
- ❖ Make sure you have enough time - at least 15 minutes, preferably more.
- ❖ Include time for students to reflect.
- ❖ Get a faculty member to back you up.
- ❖ Seek out your own institution's resources on talking about issues related to bias, gender, and racism.

# Sources

- ❖ Smith, Stacy, et. al. *Inclusion in the Recording Studio? Gender and Race/Ethnicity of Artists, Songwriters & Producers Across 600 Popular Songs from 2012-2017*. Los Angeles: Annenberg Inclusion Initiative, 2018.  
<http://assets.uscannenberg.org/docs/inclusion-in-the-recording-studio.pdf>
  
- ❖ *Racial/Ethnic and Gender Diversity in the Orchestra Field*. New York: League of American Orchestras, 2016.  
<http://www.ppv.issuelab.org/resources/25840/25840.pdf>

Disability





# Medical Model of Disability





# Social Model of Disability



What are your thoughts on my font choice?



## Jenny Lind as Amina in Bellini's *La Sonnambula*

Jenny Lind as Amina in "La Sonnambula". Photomechanical prints.  
Place: University of Illinois Theatrical Print Collection.  
[https://library.artstor.org/asset/AUIUCIG\\_10313253201](https://library.artstor.org/asset/AUIUCIG_10313253201).

# Ravel's *Concerto for Left Hand*

Commissioned and performed by Paul Wittgenstein



musicanth. "Paul Wittgenstein plays Ravel - Piano Concerto for the Left Hand (1/2)." YouTube video, 7:00. Posted May 2010. <https://www.youtube.com/watch?reload=9&v=qERkDYhLIMM>

"Rachmoninov had big hands"



byseb. "Rachmaninov had big Hands." YouTube video, 2:40. Posted December 2006. <https://www.youtube.com/watch?v=ifKKlhYF53w>

# Think-Pair-Share

What is something you are struggling with around the topic of disability?

What is one change you can make to be more accommodating of potential patron needs?



# Mind Your Ps and Qs

Pair and Question

# Questions and Further Discussion

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