

Thank you for following up with the Department of Music regarding these crucial issues. To provide important context, the 2020-2021 academic year took place under interim department chairs, Mark Britt and Hugh Floyd. During the Fall 2020 semester, the department created a Council on Diversity and Inclusion in Music, chaired by Omar Carmenates. Randall Umstead (new to Furman), the current department chair, began on August 1st. Against this backdrop of interim leadership and leadership transition, it has been necessary for all these individuals to contribute to our responses to these questions.

We remain grateful for the opportunity to engage in the hard reflection brought about by the Black @ Furman posts, while also being profoundly regretful for the harm that prompted them. Whenever complaints have been brought forward, they have been investigated under the appropriate university policies and processes. Like the larger university, we work to continually evolve our processes to better serve our students, faculty, and community. Because many Black @ Furman complaints were anonymous, it has not always been possible to communicate with complainants regarding the specific actions; however, Furman engaged in extensive and repeated communications with complainants who were willing to discuss the matters directly. When warranted by the results of an investigation, personnel actions were taken under the relevant university processes, and those actions included disciplinary sanctions and termination.

After the initial consultations with artEquity, the department took two actions:

- 1) We created the aforementioned Council on Equity and Inclusion in Music. This group includes both faculty and students. The Council on Equity and Inclusion in Music advises and guides the Music Department leadership on all matters related to diversity, equity, and access within the Furman Music Department's curriculum, policies, and operations.
- 2) The council oversaw Amplify@Furman, a CLP series in partnership with the Furman Humanities Center, which ran during the Spring '21 semester. The artists discussed issues of marginalization and discrimination in their own lives and the broader musical community.

The university has recently announced new Diversity, Equity, and Inclusion (DEI) efforts on campus, of which the music department will participate actively. Department chair Randall Umstead and Stacy Christofakis (a member of the Council on Equity and Inclusion in Music) will join this initiative. Our hope is that including the department chair will signal the importance of these efforts to the department as well as the Furman community. It is also essential that the department's initiatives are well-aligned with university DEI efforts, and Dr. Christofakis will be able to assist as a participant in both the larger Furman DEI initiatives and departmental council.

On an individual level, faculty have been conducting their own personal inventories of the courses that they teach. Faculty have expanded the repertoire in lessons and ensembles, and diversified the compositions and resources studied in music theory and history classes. We also restructured the World Music course to provide a broader perspective and more inclusive framework. The Council for Equity and Inclusion in Music has created and shared with faculty a document that recommends inclusive pedagogy practices, suggested syllabus language, links to additional resources, and information regarding helpful workshops and events. Furthermore, faculty have begun the important work of reviewing content in the existing curriculum as it applies to potential changes.

In the coming months, each departmental website will work toward developing a section devoted to its diversity initiatives. Here, the Furman community will be able to see evidence of the work going on in each department to further Furman's Strategic Diversity Plan. Because this is ongoing work that is never

finished, that section of our website will be updated from time to time. As a member of the university family, and the broader arts community, we look forward to continuing this vital work for years to come.

Randall Umstead (Gordon and Sarah Herring Chair, Department of Music)

Hugh F. Floyd, Interim Chair and Interim Director of Outreach (2020-2021)

Mark Britt, Interim Director of Operations (2020-2021)