

North American Saxophone Alliance
Committee on the Status of Women
Activity Report for Executive Committee Meeting
Submitted by outgoing Chair, Connie Frigo, March 1, 2022

2nd TERM

March 1, 2020 - February 28, 2022

MEMBERS

Connie Frigo, Chair, Jan '21-Feb '22; Co-chair, March '20-Dec. '20
Jan Berry Baker
Allison Balcetis
Grace Gelpi
Jonathan Hulting-Cohen
Carrie Koffman
Kim Loeffert, Co-chair, March '20-Dec '20
Nicki Roman

ADVISORS

Noa Even
Kristen McKeon

SUMMARY OF INITIATIVES

CSW set forth the following initiatives and work teams this term, in alphabetical order:

- **Allyship**
 - Jonathan Hulting-Cohen, leader
- **Community Engagement Initiative**
 - Carrie Koffman, leader
- **Conferences**
- **Fundraising Campaign**
 - Allison Balcetis, leader; Connie Frigo and Nicki Roman, assistant leaders
- **Mentoring Program**
 - Jan Berry Baker, leader
- **Online Resources and Social Media**
 - Allison Balcetis and Nicki Roman, leaders
- **Recommendations to NASA Executive Committee**
- **Scholarship and Data**
 - Kim Loeffert, principal researcher
- **Virtual Programs and Presentations**
- **Volunteers**

Below is a summary of activities under each initiative, starting with Volunteers because they are critical to CSW's success, and concluding with Next Term Appointments and Requests to the Executive Committee.

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VOLUNTEERS

CSW relies on support from volunteers and extend our gratitude to the volunteers who contribute so generously and selflessly to CSW's mission.

35 NASA members filled out a [volunteer form](#) this term, with the following volunteers assisting with CSW's initiatives (selected from volunteer forms and 2020 new membership applications).

Allyship Ad Hoc Committee

- Geoff Deibel
- Kendra Wheeler

Community Engagement Initiative

- Jenna Pavis

Conferences

- Robert Baker, Noa Even, and Alexia McLean (Pérez) edited and produced CSW's 30-minute video for the 2021 regional conference presentations.

Fundraising Campaign

- Ellie Parker

Mentoring Program

2020-2021

Ad Hoc Committee

- Joyce Griggs
- Lois Hicks-Wozniak
- Nathan Mertens
- Heidi Radtke
- Alexa Tarantino

Mentors

- Seychelle Dunn-Corbin
- Jallisa Gascho
- Colette Hall
- Ann MacMillan
- Shawna Pennock
- Leigh Pilzer
- Erin Rogers
- Lauren Sevian
- Alexa Tarantino
- Camille Thurman

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2021-2022 (Mentoring Program, cont'd)

Ad Hoc Committee

- Heidi Radtke, assistant leader
- Jocelyn Abrahamzon
- Ashley Kelly
- Ellie Parker
- Lori Schwartz Reichl
- Alexa Tarantino
- Camille Thurman
- Drew Whiting

Mentors

- Holly DeCaigny
- Kirsten Edkins
- Jallisa Gascho
- Brina Bourliea Faciane
- Marie-Chantal Leclair
- Shemeka Nash
- Kat Rodriguez
- Rebecca Scholldorf
- Rhonda Taylor
- Camille Thurman

Online Resources

Website Designer and Manager

- Mariah Goulet

Social Media Coordinator and Digital Graphics Artist

- Alexia McLean (Pérez)

Feminist Glossary

- Oliver Morgan DiPietro

Translators for social media posts and website

- Inés Sánchez Benito
- Mireille Bergeron
- Brenda Coyotl
- Colin Crake
- Benjamin Diaz
- Marie-Chantal Leclair
- Maria Torres
- Lindsey Welp

Virtual Programs

- Dialogues Series designed and piloted by CSW Advisors Noa Even and Kristen McKeon

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ALLYSHIP

The allyship ad hoc committee:

Jonathan Hulting-Cohen, leader and CSW member
Geoffrey Deibel, volunteer
Grace Gelpi, CSW member
Carrie Koffman, CSW member
Kendra Wheeler, volunteer

Allyship undertook three main initiatives this term:

- Allyship Tips Digital Series
 - A series of 16 infographics defining allyship-related topics and offering considerations specific to the context of learning, performing, and teaching the saxophone. Example topics included: gender, benevolent sexism, white feminism, women+, and LGBTQIA2S+. Released on Instagram, Facebook, and archived on CSW website.
 - Digital archive here: <https://nasacsw.weebly.com/allyship-tips.html>
- CSW Virtual Dialogues
 - Continuing from the pilot *Dialogues* sessions that took place in May-June 2020, three allyship *Dialogues* took place in March - May 2021.
 - *Programming*, co-led by Geoffrey Deibel, Grace Gelpi, Jonathan Hulting-Cohen, Carrie Koffman, and Kendra Wheeler
 - *Allyship Tips*, led by Grace Gelpi
 - *Musical Identity*, led by Kendra Wheeler
- Added to the Feminist Glossary on CSW website
 - <https://nasacsw.weebly.com/feminist-glossary.html>

COMMUNITY ENGAGEMENT INITIATIVE

Background

In the Spring of 2019, every NASA Regional Conference hosted a CSW+ presentation and discussion. Feedback was gathered and compiled from all presenters in all regions. One common point that was made by members attending in every location was that young girls don't seem to have any trouble beginning saxophone study, but they tend to quit relatively early on. Members in all regions suggested finding ways to reach out to younger students, ideally in middle school, with the hope of decreasing the dropout rate of girls.

The Commission of *Negative Split* by Roshanne Etezady

In response, NASA commissioned *Negative Split* by Roshanne Etezady for middle school band (grade 3), with advanced alto saxophone soloist. It is approximately 6 minutes in length.

NASA paid the commissioning fee of \$7,000. The work was completed on January 3, 2022.

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Eligibility to Perform the Work

Only women, transgender, and nonbinary NASA members are eligible to perform the piece for the first two years. NASA members of all genders will be eligible to perform the piece in the third and fourth year.

All NASA members are eligible to receive the piece for free as long as they arrange for a band to perform the piece with them.

Intended Benefits

This initiative has the potential to be wide-reaching in multiple ways.

1. For many years, NASA has tried unsuccessfully to reach out to prospective younger members of all genders. This project could put NASA members of all genders in hundreds of school classrooms reaching thousands of younger saxophonists.
2. Women, transgender, and nonbinary soloists are initially placed in featured soloist positions, allowing younger students of all genders to see and hear that indeed, women, transgender and nonbinary people can and do play the saxophone. In this way, perhaps people of all genders will be inspired to continue playing the saxophone into high school and beyond.
3. It's just good music education, giving our entire membership the opportunity to bring live, strong aural models into classrooms all over North America. This is another point for which NASA has advocated over the years – the creation of more community engagement.
4. In summary, everyone involved benefits: pre-college students of all genders, band directors of all genders, communities and families, NASA members of all genders, and the trajectory of the saxophone overall.

To Schedule a Performance and Receive a Free Copy of the Score and Parts

<https://nasacsw.weebly.com/community-engagement-initiative.html>

CONFERENCES

CSW Presents... at Regional Virtual Conferences

CSW members and allies delivered uniform, 50-minute virtual presentations at all 10 regional conferences in spring 2021 to share CSW's activity report and gather feedback from NASA members across the entire organization about how CSW can best serve its members.

- 2021 CSW Regional Conference Video:
<https://www.youtube.com/watch?v=WFUt85VSgek>
- All regional directors and conference hosts were notified by CSW members to request a visible time slot and nothing scheduled against it.
- Feedback from all 10 presentations was collected, analyzed and discussed by CSW.

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Biennial Programming

To help 2022 Biennial Program Chair Shawna Pennock reach NASA's goals of offering a much more representative cross-section of NASA membership at the biennial, Allison Balcetis was asked to serve as one member of a panel of advisors.

- The advisors' charge was to help shape the call for proposals and the rubric by which proposals are evaluated.
- Some of the goals for each were to dismantle barriers for applicants, such as writing in English, focusing on the newly-created theme for the biennial, and handling the various permissions regarding multiple proposals.
- Attention was paid to encouraging conference participation from a range of people from early, to mid, to late-career professionals.

FUNDRAISING

As of Feb. 28, 2022, CSW has \$3001.00 in its account.

CSW Scholarship Fund Donations Tab

In September 2020, a [CSW Scholarship Fund donations tab](#) was added to the NASA website. In addition, people have the option of donating to CSW when renewing their membership or becoming a new member.

- \$950 has been donated to CSW by individual NASA members since Sept. 2020.

Composer Donation

Composer Emily Koh was commissioned by The Vex Duo (Scott Augustine and Jack Thorpe) in Sept. 2020 as a consortium to write a new work for two saxophones. Once the commission goal was met in April 2021, any overage from additional members would be donated to CSW per Koh's wishes in October 2021.

- \$1300 was donated by consortium leader Jack Thorpe in Oct. 2021 on behalf of Koh.

2021 Industry Campaign

With advisory help from Ellie Parker, CSW launched its first industry fundraising campaign in October 2021 with the explicit goal of raising \$10,000.

- Funds would go towards the Women's+ Mentoring Program and travel grants to the biennial for student, early-career professionals, and unsupported or under-supported women+ saxophonists of NASA.
- 15 music industry companies (instrument manufacturers, retailers, saxophone accessories companies) were approached.
- As of this report (Feb. 28, 2022), 5 companies have donated or committed to donating in the near future a total of \$4250, with one company donating products to the mentees and mentors in lieu of a cash donation. Conversations with companies are ongoing.
- The cancellation of the biennial conference slowed the immediate need for funding for travel grants to the conference.

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MENTORING PROGRAM

Led by Jan Berry Baker with support from assistant leader Heidi Radtke and *ad hoc* committee

September 2020-June 2021 (year 2)

Launched second mentoring program for women+ members. Participants included 10 mentees paired with 10 mentors and included:

- 14 professional development workshops
- 25 hours of one-on-one mentorship for each mentee
- The creation of 10 community engagement projects. More information about these mentees, mentors, and Ad Hoc committee members can be found here:
<https://nasacsw.weebly.com/2020-21.html>
- The video presentation about these mentee community engagement projects created for our 2021 Regional NASA presentations can be viewed here:
<https://youtu.be/WFUt85VSgek?t=135>
- Surveys for feedback and reflections were collected from mentees and mentors in summer 2021.

September 2021-present (year 3)

Launched third mentoring program for women+ members. Participants include 9 mentees paired with 9 mentors and include:

- 18 professional development workshops
- 25+ hours of one-on-one mentorship for each mentee
- The creation of 9 community engagement projects. More information about these mentees, mentors, and Ad Hoc committee members can be found here:
<https://nasacsw.weebly.com/2021-22.html>
- The video presentation about these mentee community engagement projects created for the (canceled) Biennial NASA presentation will be posted on CSW website, Youtube, and social media in spring 2022.
- Surveys will be collected in August 2022 in order to gather feedback and reflections.

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ONLINE RESOURCES and SOCIAL MEDIA

Nicki Roman and Allison Balcetis lead CSW's Online Resources and Social Media initiatives.

Communications & Marketing Plan

- Online Resources
 - A Resources tab of the [website](#) was created for the NASA community that includes:
 - Feminist Glossary
 - Frequently Asked Questions (compiled and answered from past feedback forms)
 - Archived Allyship Tips
 - Archived webinar videos
- Translations
 - In an effort to invite more participation from NASA's Spanish and French-speaking populations, CSW undertook the goal of communicating its messages in three languages.
 - French and Spanish translators for social media and website were selected from a pool of volunteer applications. See their names above under Volunteers.

Feedback Form

NASA members are invited to submit feedback to CSW anytime through this [Feedback Form](#).

- 7 feedback forms were submitted this term.
- 5/7 were submitted anonymously (no name or email). Questions submitted anonymously are challenging to answer (no person to reply to), although feedback submitted anonymously can be well received and is discussed on the committee.

RECOMMENDATIONS TO NASA EXECUTIVE COMMITTEE

Diversity, Equity, and Inclusion initiatives within NASA

- CSW provided recommendations for addressing inclusivity following an invitation to represent "diversity" within NASA at a meeting of the EC on June 30, 2020.
- Key feedback points were related to concerto soloist selection, the notion of quotas, and ideas for the Biennial Program Committee. [The full document can be accessed here](#).

Update of CSW Bylaws

- Bylaws amended on January 14, 2022 to expand the eligibility of the graduate student position to women, transgender, and non-binary people.
- Proposed changes to Bylaws submitted to the President-Elect on January 30, 2022 to be included in the larger Bylaws review currently ongoing and anticipating a vote in spring 2022.

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SCHOLARSHIP AND DATA

Kim Loeffert has been CSW's principal researcher for gender scholarship and data analysis.

Gender Representation at NASA Biennial Conferences 2008–2020

➤ **Background**

The North American Saxophone Alliance (NASA) began soliciting gender information from members during membership renewal at the behest of the Committee on the Status of Women following its creation at the 2018 NASA biennial conference. Gender and student/professional demographic information should serve to provide expectations regarding the participation of women+ at NASA conferences. In particular, if women+ (cisgender women, non-binary, and transgender individuals) comprise 20.4% of the NASA membership, then it would be reasonable for women+ to be represented at that rate during NASA conferences.

➤ **Method**

At CSW's encouragement, Kim Loeffert collected digital versions of biennial program books or the program application (2020 only) and individually typed names and performance/presentation type for all performer/presenters listed. First name information was then run through the tool "genderize.io," an application programming interface that predicts the gender of a person using their name. Genderize.io provides the probability of the certainty of the assigned gender as well as the number of data rows pulled from across the internet examined in order to calculate the response. Gender representation was analyzed by performance/presentation type, and the percentage of women's performance/presentation of each type was compared to the percentage of men's performance/presentation.

➤ **Results**

Overall, the participation of women+ at NASA biennial conferences has increased from 2008 to 2020 with women comprising 21.7% of all performer/presenters in 2020, the highest participation rate during this time period at the largest conference (based on number of participations). Women are often proportionately represented in chamber and solo performances, which comprise the majority of all performance/presentations. If not proportionately represented, there is no clear, consistent imbalance in these categories related to gender. Women are regularly overrepresented in masterclass performances and lectures and/or panels, and underrepresented as evening featured performers, jazz soloists, masterclass clinicians, and occasionally as concerto performers. There is not enough data on non-binary, transgender, or other gendered individuals at this time to draw conclusions beyond mentioning participation when it is known to the author through personal interactions with these individuals. Further details will be published in a complete article in *The Saxophone Symposium's* 2021 volume.

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Gender Data Collection

- Observations made by the CSW:
 - Total membership has seen an increase in transgender and non-binary people. The percentages of cisgender women and cisgender men has remained stable.
 - 2020: 21% cisgender women, 0.3% transgender and non-binary people, 65% cisgender men
 - 2022: 21% cisgender women, 1.3% transgender and non-binary people, 65% cisgender men
 - Student membership:
 - 2020: 24% cisgender women, 0.3% transgender and non-binary people
 - 2022: misleading due to most members no longer being categorized as student/professional—need breakdown of new membership categories
 - Professional membership:
 - 2020: 19% cisgender women, 0.4% transgender and non-binary people
 - 2022: misleading due to most members no longer being categorized as student/professional—need breakdown of new membership categories
- Below report as of Feb. 26, 2020

Choice	Total	By Region										By Member Type	
		1	2	3	4	5	6	7	8	9	10	Stu.	Pro.
Cisgender Man	1148	58	152	61	236	241	152	111	90	21	23	716	351
Transgender Man	1	0	0	0	1	0	0	0	0	0	0	1	0
Cisgender Woman	374	23	47	24	78	76	38	31	40	11	6	244	101
Transgender Woman	0	0	0	0	0	0	0	0	0	0	0	0	0
Non-Binary	4	0	0	0	1	1	0	0	2	0	0	2	2
Prefer to Self Identify	15	0	2	1	4	3	1	3	0	0	1	6	5
Man													
Male													
Male													
Male													
Male													
Genderfuild													
Onomatopoeia													
Male													
Female													
Male													
male													
Prefer Not to Answer	110	12	15	6	17	19	8	14	13	3	3	29	53
No Response	120	7	9	14	13	29	10	11	17	5	3	20	28
Total Current Members	1772	100	225	106	350	369	209	170	162	40	36	1018	540

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➤ Below report as of Jan. 31, 2022

Choice	Total	By Region										By Member Type	
		1	2	3	4	5	6	7	8	9	10	Stu.	Pro.
Cisgender Man	832	43	106	48	184	173	80	81	60	24	30	284	180
Transgender Man	2	0	0	0	1	0	0	0	0	1	0	0	1
Cisgender Woman	271	9	32	21	57	51	20	12	30	24	14	132	63
Transgender Woman	0	0	0	0	0	0	0	0	0	0	0	0	0
Non-Binary	14	2	1	0	2	3	3	0	2	1	0	7	0
Prefer to Self Identify	9	0	1	1	3	1	1	0	2	0	0	3	2
Man													
Man. Genderfluid													
Androgynous													
Prefer Not to Answer	79	8	6	2	13	20	6	11	8	4	1	9	24
No Response	73	3	6	10	8	15	7	6	12	2	3	2	13
Total Current Members	1280	65	152	82	268	263	117	110	114	56	48	437	283

VIRTUAL PROGRAMS

Between April - June 2020, at the start of the pandemic, CSW curated two virtual series.

CSW Webinar Series

In April and May 2020, CSW scheduled six webinars featuring the following guest speakers and topics, listed chronologically:

- *Navigating Early College Teaching Years as a Woman*, featuring Joyce Griggs, Gail Levinsky, Vanessa Sielert
- Ellie Parker: *I Am My Future: A Collaborative Residency in a Youth Detention Center*
- *Q&A with the Committee on the Status of Women*
- Erik Elmgren: *Creative Placemaking and Musical Study in Higher Education*
- Sarah Hetrick, *"He Puts the Pep in the Party": Gender and the Saxophone in Early 20th Century Advertisements*
- *Beyond the DMA: Exploring Careers Outside of Academia Logistics*, featuring Noa Even, Kyle Jones (moderator), Kristen McKeon, Jess Voigt Page, Nick Zoulek
- Archived webinars: <https://nasacsw.weebly.com/webinar-videos.html>

CSW Pilot Dialogues Series

- In May-June 2020, CSW Advisors Kristen McKeon and Noa Even launched a pilot series of 10 virtual *Dialogues* out of a desire among CSW membership to collaboratively discuss relevant professional topics with special consideration for how experiences related to gender impacts respective professional topics. Open to NASA members via pre-registration, presenters and topics were:

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Connie Frigo	Cultivating Curiosity Around Gender Advocacy
Grace Gelpi	Making the Most Out of Your Relationship with Your Professor
Nicki Roman	Portfolio Development and Curating a Teaching Philosophy
Jan Baker + Kim Loeffert	Navigating Family + Career
Noa Even	Meaningful collaboration and bringing new work to life
Holly DeCaigny	Military Careers - Duty vs. Artistic Voice
Heidi Radtke	Developing A Private Studio
Laura Kerslake	CV + Resume Workshop - A Critique!
Kristen McKeon + Connie Frigo	Principles of Leadership in the Work Place
Jonathan Hulting-Cohen	Making Considerations for Female-Identifying Students

NEXT TERM APPOINTMENTS OF CHAIR AND NEW MEMBERS

- Next term dates: March 1, 2022-Feb. 29, 2024
- Co-chairs Allison Balcetis and Jonathan Hulting-Cohen appointed on Jan. 7, 2022 by NASA President
- CSW call for applications for (4) open positions announced Jan. 17, 2022, with deadline of Feb. 8. Members rolling off are:
 - Connie Frigo, outgoing Chair (served two terms as Chair)
 - Jan Berry Baker, general member (served two terms)
 - Carrie Koffman, general member (served two terms)
 - Kim Loeffert, general member (served two terms; Co-chair from Mar-Dec 2020)
- 23 total applications; 11 eligible for graduate student position; 6 eligible for position for man
- (4) new CSW members appointed March 1, 2022 (Dunn-Corbin, Jones, Radtke, Terhune)
- Emails and phone calls made to remaining 19 applicants between Feb. 24-28
- Members of next term:
 - Allison Balcetis, Co-chair
 - Jonathan Hulting-Cohen, Co-chair
 - Seychelle Dunn-Corbin
 - Grace Gelpi
 - Kyle Blake Jones
 - Heidi Radtke
 - Nicki Roman
 - Cecily Terhune

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REQUESTS TO THE EXECUTIVE COMMITTEE

CSW requests the following from the EC in the coming term:

- **Budget request of \$2000**
- **A general survey from NASA EC to full NASA membership asking for feedback about what members want to see from the organization.**

This is similar to the feedback that CSW has gathered at our regional presentations. This feedback has driven many of our initiatives and allowed us to learn what members perceive, feel, and want.
- **Required and mandatory response gender data collection** at all official NASA conferences, competitions, program apps, applications, etc....
 - NOTE: There is a major concern about nonresponse bias when gender data collection is optional, which is when respondents differ from nonrespondents. Statistically, certain groups are more inclined to answer than others. This throws results off wildly or completely invalidates them. Anecdotally, we might expect women and members of underrepresented groups to be more likely to respond to a question about gender, which skews the data. If we are going to insist on data for everything (like the community engagement project), then we should be scientific and consistent in our approaches as an organization.
- **The appointment of an “equity advocate” for biennial and regional program committees and hosts** (or other title TBD) selected in conjunction with CSW (and any other diversity-serving affinity groups) who can serve as a sounding board and extra set of eyes, particularly in regard to high-profile selections like concerto soloists.
- **The formation of additional standing committees dedicated to serving underrepresented groups in NASA.**
 - CSW has received consistent feedback from membership for the past two years requesting this.