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Diversity Statement

As the world becomes truly inter-connected, the performing arts have rapidly moved into programming that features global content and the use of personnel that also reflects a variety of global participants. It is important that educational institutions follow those same principles. The ability to plan for and manage diversity, equity, and inclusion plays an essential role in the success of the 21st century educator.

It is vitally important to create learning opportunities for all students. In the world of performing arts, creating a wide variety of performance formats which feature a wide range of guest soloists/presenters alongside literature by a variety of composers and arrangers must be central to the work of the ensemble conductor.

It is important to become familiar with the learning styles of students. This familiarity must include students from underrepresented backgrounds. I value *rigor*, *relevance*, and *relationships* in my teaching. Although each of these "R's" is important, I relish relationship building as a means to eliminate barriers with students. Learning about my students informs my teaching, helps me to better understand the gaps in their training, and allows me to plan for DEI in the ensemble setting. Mentorship is a key ingredient in a successful ensemble program.

It takes solid inclusive practices to fully realize academic and creative success. Not only is it important to make opportunities for students but it is also necessary to get students involved in those opportunities. In the words of DEI educator Verna Myers: "Diversity is being asked to the party. Inclusion is being asked to dance."