

THE PRESSER FOUNDATION

Centering Racial Equity Report

July 2021

As part of its mission in promoting musical philanthropy, The Presser Foundation (“The Foundation”) has adopted the aim of centering racial equity. To further this goal, The Foundation created a position for a Racial Equity Intern who would be tasked with investigating Presser’s progress in centering racial equity. Over a month-long period, Artivia Tahir, the Racial Equity Intern, evaluated the equitable impact of The Foundation’s awarding process. In doing so, Artivia looked at the organizations and award recipients of the Advancement of Music and Undergraduate Scholar Awards, respectively.

The evaluation of the Advancement of Music Award looked at the awarding of the 2019-2020 and 2020-2021 grants. The 2019-2020 grants included a special and unsolicited round of general operating support grants which was 50% of the 2019-2020 Advancement of Music grants provided. The special round of grants was to help music organizations during the early months of the pandemic. The study looking at a total of 91 organizations incorporated a number of metrics including: (1) organization type, (2) geography, (3) organization endowment, (4) operating budgets, (5) communities served, (6) staff & board diversity, and a (7) subjective measure of each organization’s progress in centering racial equity.

The Undergraduate Scholar Award of 2020-2021 was also evaluated taking a look at the racial and gender identity of each undergraduate recipient. The 2020-2021 grant cycle was the first time such data was collected and establishes a baseline of understanding the demographic information of Award recipients. With 218 reporting out of 220 institutions, it was surprising to see the distribution of the gender of the Award recipients – 59% are women, 38% are men, and 3% preferred not to answer. Regarding racial identity, the results were somewhat consistent with the US population ethnicities according to the 2019 United States Census with one exception – Black or African American represents 13.4% of the U.S. population but only 5% of Award Recipients. Asian or Pacific Islanders represent 5.9% of the U.S. population and 8% of Award Recipients. Another relevant statistic by which the racial breakdown of Award recipients can be compared is the racial breakdown of all undergraduate music students nationwide. The Higher Education Arts Data Service (HEADS) in its annual report compiled data on the demographics of music students in American colleges and universities. Comparing this data with the breakdown of the Undergraduate Scholar Award reveals a discernible underrepresentation of African-American and Hispanic Award recipients.

The results of this research are outlined in this report, which ultimately illustrates that The Foundation has been largely successful in promoting racial equity, particularly in the Advancement of Music Award. The Presser Foundation has made major strides in centering racial equity by emphasizing diversity among its awardee organizations. The research determined that roughly 88% of The Foundation’s grantee organizations are actively working to center racial equity and nearly 60% of organizations have made conscious and explicit commitment to racial equity. Also notable is that 65 out of the 91 organizations granted an Advancement of Music award have established programming focused on community outreach and education. Through its work, The Foundation has encouraged the discussion of racial equity within itself and its awardee organizations, which will be instrumental in its continued attempts to center racial equity.

Artivia Tahir

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ADVANCEMENT OF MUSIC 2020 & 2021 GRANTEE ANALYSIS – ORGANIZATION TYPES (91 Grantees)

Organization Type	Primary #	Primary %	Secondary #	Secondary %	Amount Awarded (2019-2020)	Amount Awarded (2020-2021)
Music Education	20	22%	48	53%	\$362,250	\$295,000
Music Performance	46	50%	17	19%	\$777,750	\$579,000
Music Presenting	25	28%	4	4%	\$387,750	\$360,000
TOTAL	91		69		\$1,527,750	\$1,234,000

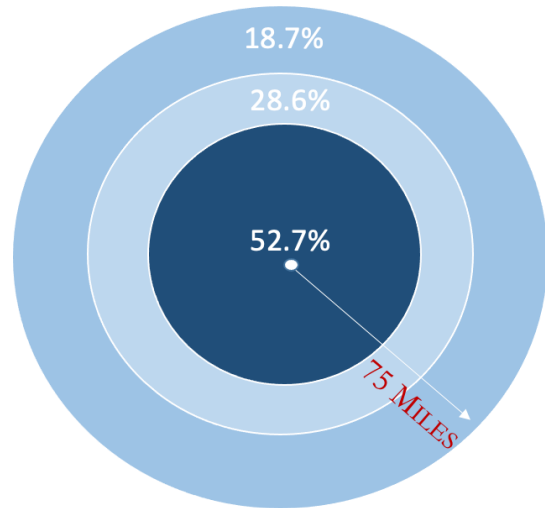
65 Grantee Organizations provide community outreach and education services as a part of music programming.

¹ Each grantee organization was categorized as one of the three organization types for its primary type. Certain organizations were identified as also having secondary programming, and of those organizations, some had more than one type of secondary programming.

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ADVANCEMENT OF MUSIC 2020 & 2021 GRANTEE ANALYSIS – GEOGRAPHY (91 Grantees)

- Philadelphia County | 48 Grantees
- 10 Counties Outside Philadelphia* | 26 Grantees
- Outside of Greater Philadelphia* (Within 75 Miles) | 17 Grantees



*Greater Philadelphia: DE – New Castle County; NJ – Burlington, Camden, Gloucester, Mercer, Salem; PA – Bucks, Chester, Delaware, Montgomery, Philadelphia

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ADVANCEMENT OF MUSIC 2020 & 2021 GRANTEE ANALYSIS – WITH AN ENDOWMENT (28 out of 91 Grantees)

Size of Endowment	Number of Grantees	Percentage of Grantees with an Endowment
Less than \$1 million	16	57%
\$1 million - \$10 million	10	36%
Greater than \$10 million	2	7%

**The median endowment size is \$544,755, the average of all endowments is \$5,350,471, and the minimum and maximum endowments are \$2,081 and \$63,709,191*

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ADVANCEMENT OF MUSIC 2020 & 2021 GRANTEE ANALYSIS – OPERATING BUDGETS (91 Grantees)

Operating Budget	Number of Grantees	Percentage of Grantees	Average Operating Budget
Less Than \$100,000	12	13%	\$52,303
\$100,000 - \$1 Million	53	58.5%	\$388,009
\$1 Million - \$10 Million	22	24%	\$3,029,095
Greater Than \$10 Million	4	4.5%	\$40,242,993
TOTAL	91	100%	

² Of the 91 grantee organizations for Advancement of Music, 28 were identified to have an endowment, and the endowment of those 28 organizations averaged out to roughly \$5 million. However, this figure doesn't entirely represent the vast range in endowment sizes.

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ADVANCEMENT OF MUSIC 2020 & 2021 GRANTEE ANALYSIS – COMMUNITIES SERVED (91 Grantees)

Communities** Served	Number of Grantees	Percentage of Grantees
Children/Youth	72	79%
People of Color	70	77%
LGBTQ+	2	2%
Music Lovers	63	69%
Disabilities	8	9%
Underserved Children/Youth	44	48%

***The communities which benefit from the work of the grantee organization*

³ The grantee organizations were evaluated subjectively based on their self-reported programming and brief research of their websites and social media. An organization could be determined to serve one or multiple communities.

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ADVANCEMENT OF MUSIC 2020 & 2021 GRANTEE ANALYSIS – STAFF & BOARD DIVERSITY (91 Grantees)

Inclusion of Racial Diversity**	Number of Grantees	Percentage of Grantees
Staff Leadership	61	67%
Board	67	74%

***Evaluated by looking at the demographic profile of the staff & board of grantee organizations*




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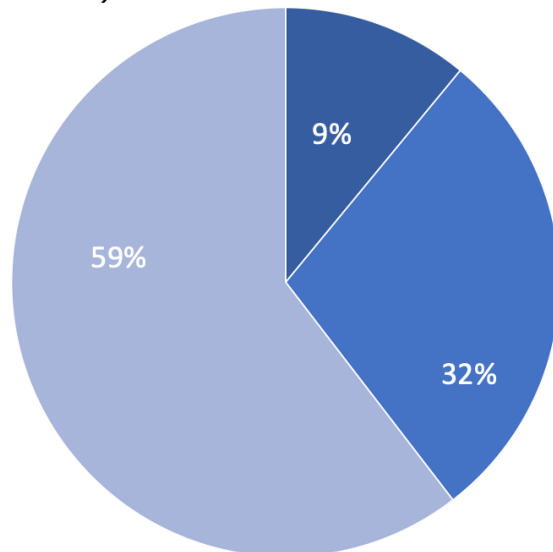
ADVANCEMENT OF MUSIC 2020 & 2021 GRANTEE ANALYSIS – CENTERING RACIAL EQUITY (91 Grantees)

Commitment to Racial Diversity	Number of Grantees	Percentage of Grantees
Public Statement on Racial Equity	20	22%
Social Media Statement	12	13%
Actively Working Towards Racial Equity	80	88%

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ADVANCEMENT OF MUSIC 2020 & 2021 GRANTEE ANALYSIS – DEGREE OF CENTERING RACIAL EQUITY (91 Grantees)

-  Makes a conscious effort to center racial equity
-  Takes some steps to center racial equity but not comprehensive
-  Does not make an explicit attempt to center racial equity



⁴ An organization was determined to be actively working towards racial equity based on their response on their application to the centering racial equity question and in-depth research of the programming they offer

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UNDERGRADUATE SCHOLAR AWARD 2020-2021 AWARDEE ANALYSIS – DEMOGRAPHIC BREAKDOWN (220 Award Institutions with 218 Reporting)

Racial Identity	Award Recipients #	Award Recipients %	U.S Census	HEADS-Baccalaureate Professional	HEADS-Baccalaureate Liberal Arts
Black or African-American	10	5%	13.4%	7.5%	12.3%
White or Caucasian	157	72%	76.3%	64%	61.6%
Asian or Pacific Islander	18	8%	6.3%	4.7%	5.2%
Hispanic or Latino	12	5%	18.5%	13.6%	12.1%
Native American or Alaskan Native	1	<1%	1.3%	0.6%	0.6%
Biracial or Multiracial	10	5%	2.8%	n/a	n/a
Race/Ethnicity not listed	10	5%	n/a	9.6%	8.2%

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UNDERGRADUATE SCHOLAR AWARD 2020-2021 AWARDEE ANALYSIS – GENDER BREAKDOWN (220 Award Institutions with 218 Reporting)

Gender Identity	Award Recipients #	Award Recipients %
Male	82	38%
Female	128	59%
Preferred not to answer	8	3%