



2019  
2020

MEMBER  
CENSUS



El Sistema USA®

Duke

SOCIAL SCIENCE  
RESEARCH INSTITUTE




In late 2020, El Sistema USA set out to conduct its bi-annual census, amidst the global pandemic. Despite the hardships caused by COVID-19, **the census highlights the ways in which the El Sistema movement continues to grow and offer young people opportunities to learn, explore their creativity, and connect with one another.** Since 2018, membership has grown steadily, and member organizations have hired more staff, reached more students, and continue to diversify. Nearly two-thirds of member spending was allocated for employees, highlighting organizational commitment to teachers and staff.

The 2019-2020 El Sistema USA Census was emailed to **121 member organizations** between October 29<sup>th</sup>, 2020, and December 18<sup>th</sup>, 2020. **83 responses** were received during that time, resulting in a **response rate of 69%**. This response rate was impacted by the COVID-19 pandemic. The results were analyzed by members of the Duke University Bass Connections team, Duke Social Entrepreneurship students, and the Membership Engagement Committee of El Sistema USA.

We are **GRATEFUL** for their work and **EXCITED** to share our findings with you.





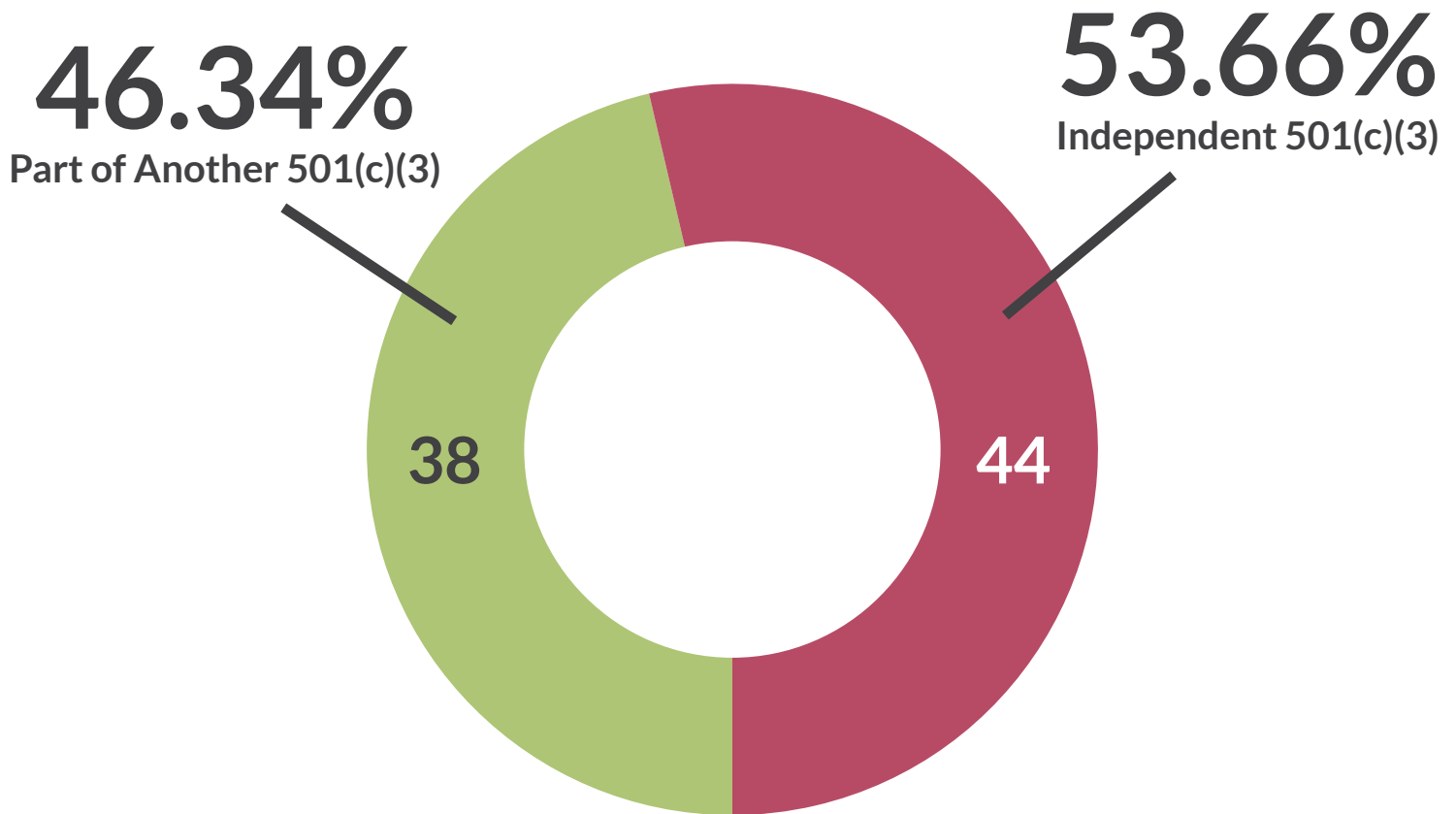
# ORGANIZATIONAL STRUCTURE & DEMOGRAPHICS

# ESUSA Members at a Glance

## Types of Organizations

(n=82)

Throughout the report, “n” will be used to denote the number of member organizations whose responses were used to generate each graph and dataset.



### MOST COMMON PARTNERS:

Symphony Orchestras  
Schools  
Youth Orchestras

# ESUSA Members at a Glance

(n = 83)

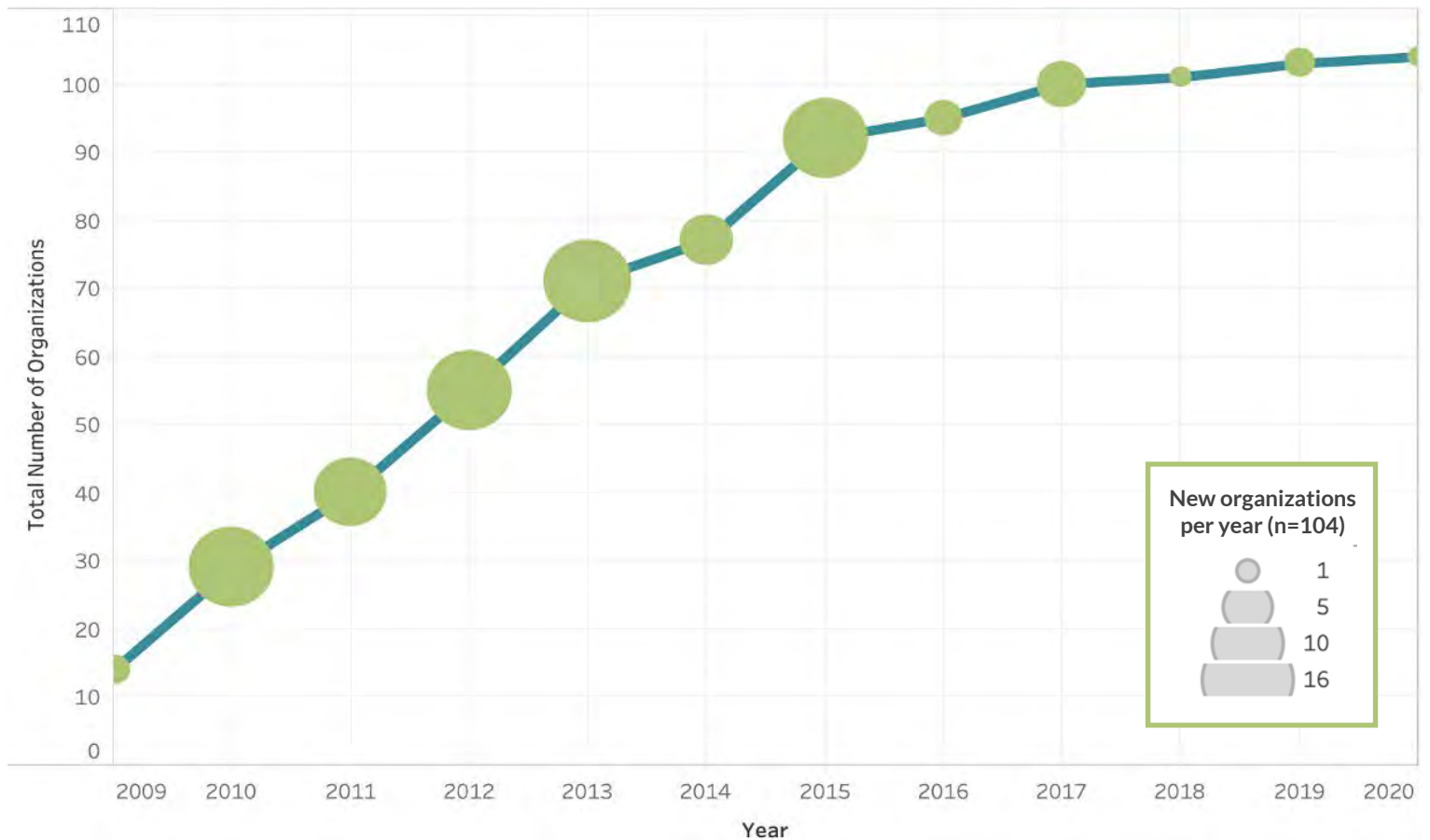
	<b>GROUP 1</b> Organizations with Operating Budget < \$150,000 (18 Organizations)	<b>GROUP 2</b> Organizations with Operating Budget \$150K to \$400K (22 Organizations)	<b>GROUP 3</b> Organizations with Operating Budget \$400K to \$800K (11 Organizations)	<b>GROUP 4</b> Organizations with Operating Budget \$800K+ (10 Organizations)
Average # of Students Served	95	197	209	692
Average Staff Size	2	7	11	32
Average # of Teaching Artists	8	13	19	40





# ESUSA Members at a Glance

## Membership is Continuously Growing



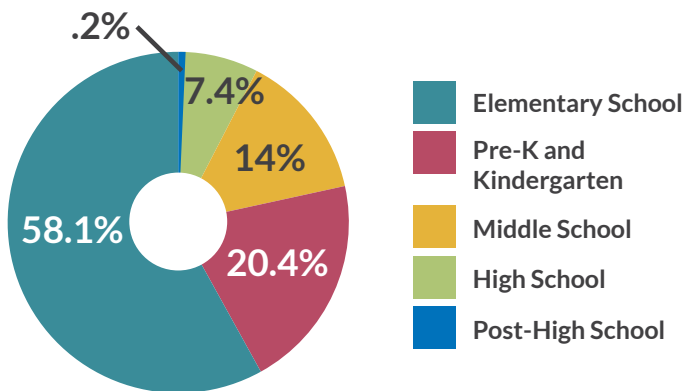
**17,905**  
Students Served in 2019-20  
by ESUSA's census respondents

# ESUSA Members at a Glance

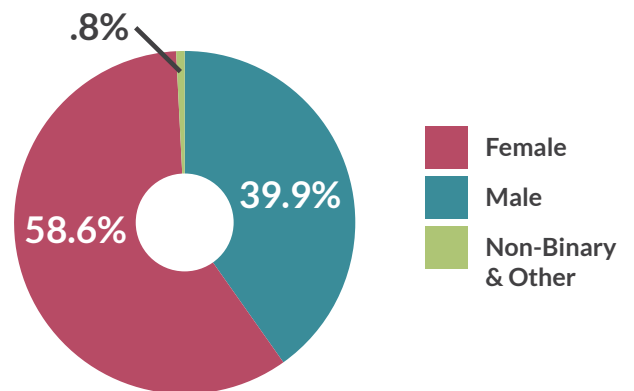
## 2019-20 Student Demographics

# 17,905+ Students

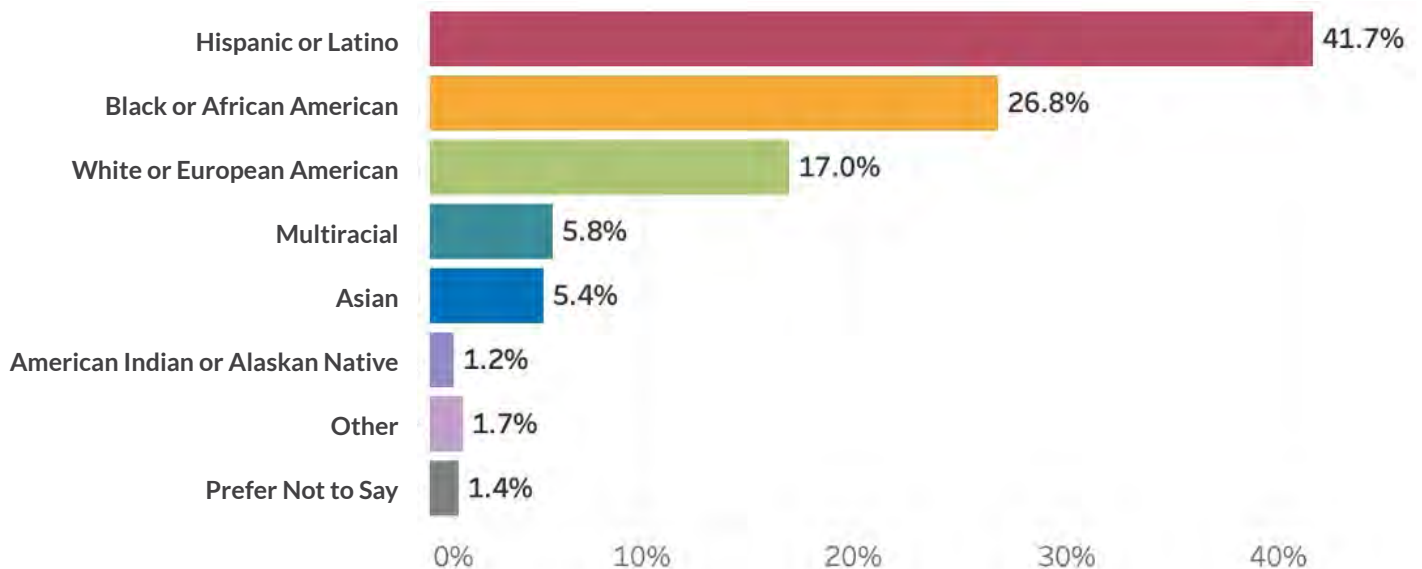
### GRADE LEVEL (n=76)



### GENDER (n=63)



### RACE AND ETHNICITY (n=68)



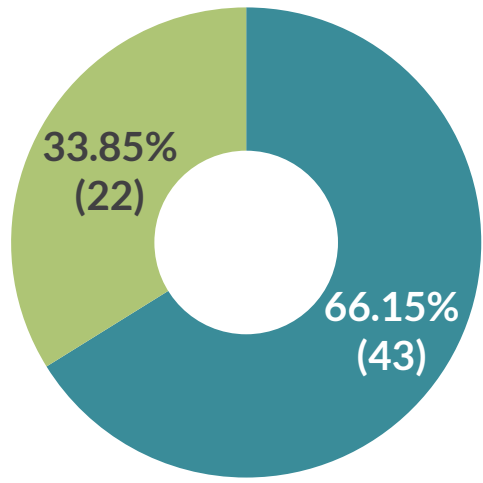
# ORGANIZATIONAL PROGRAMMING





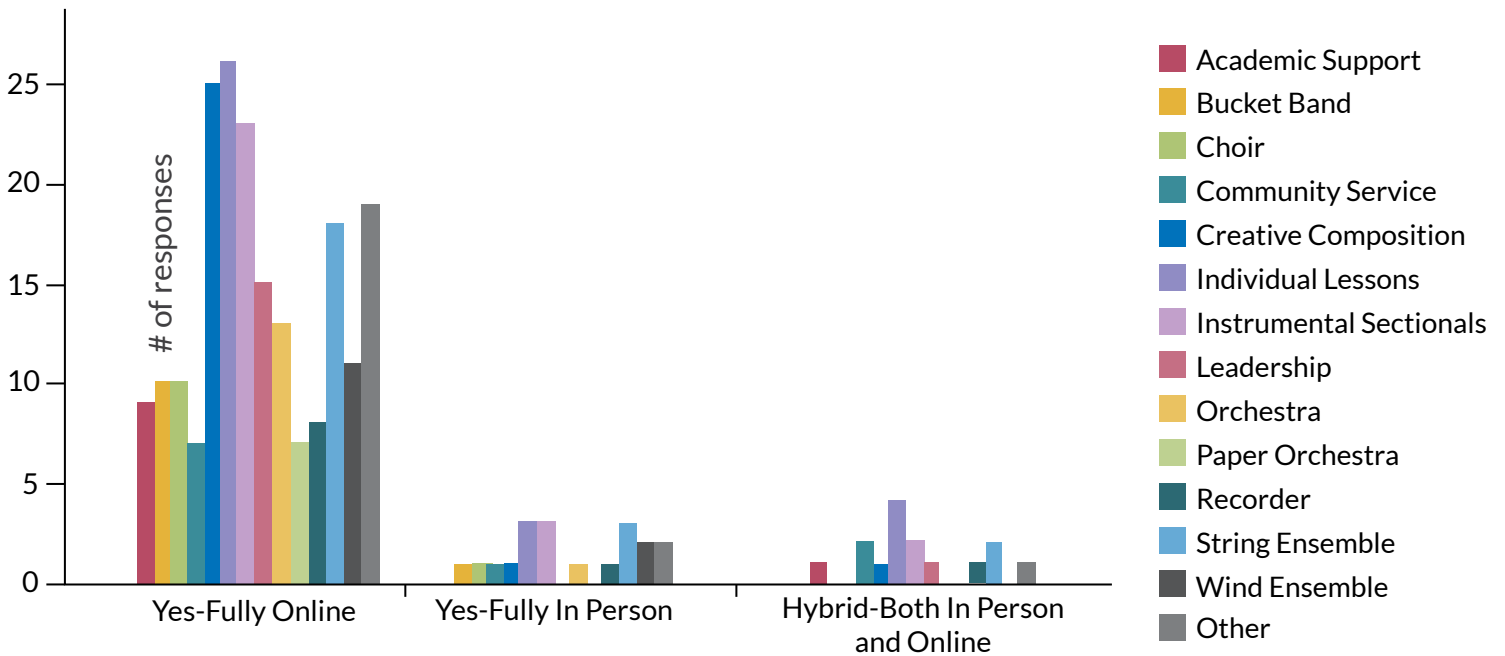
# ESUSA Programming

Nearly 2/3 of organizations offered summer programming in 2020, amidst the pandemic. (n=65)



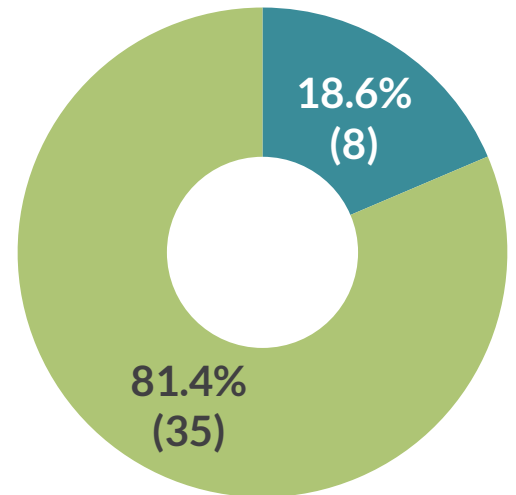
■ YES
 ■ NO

During the pandemic, organizations shifted to **individual lessons**, **creative composition**, and **instrumental sectionals** to limit student and instructor exposure.



# ESUSA Programming

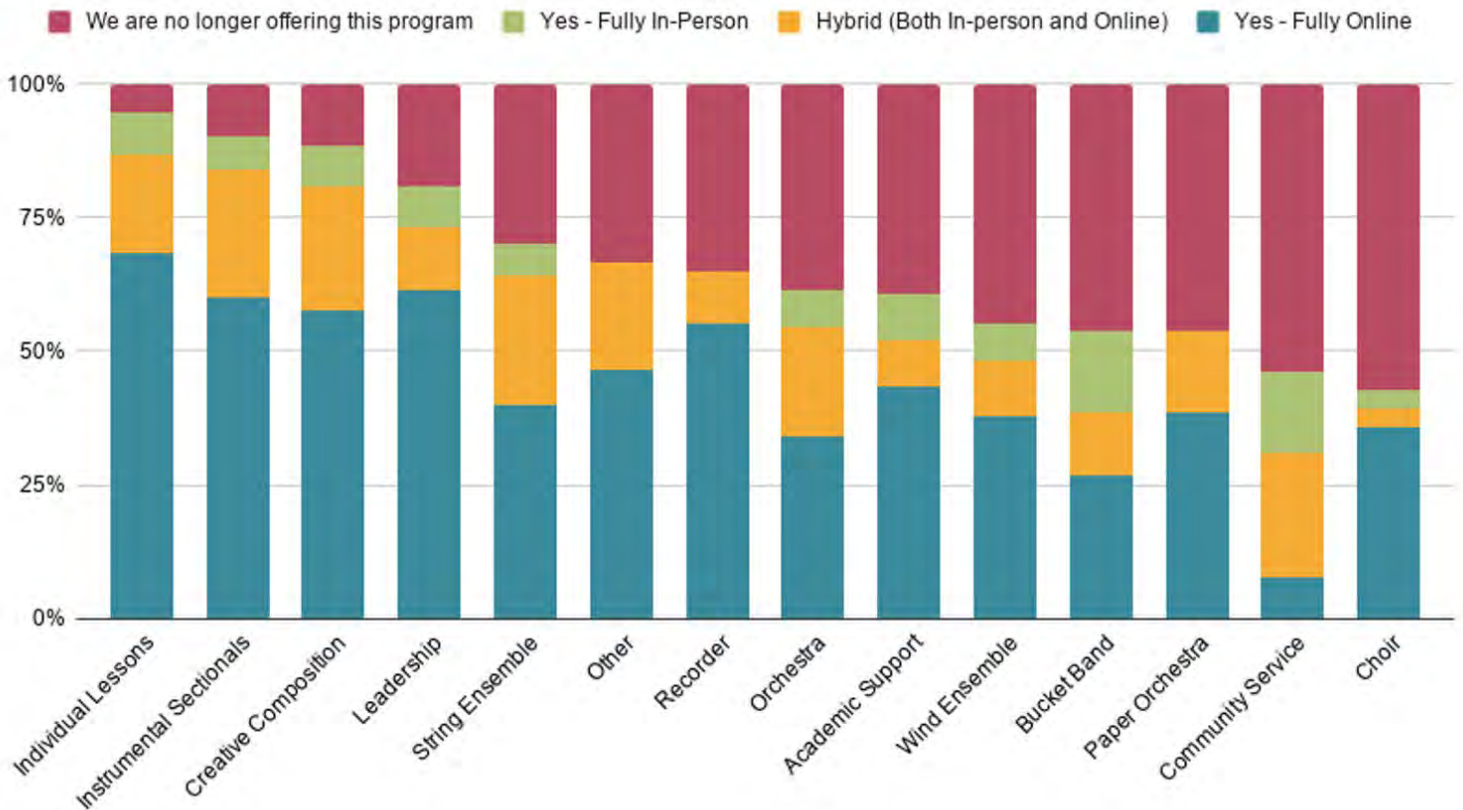
Over 80% of programs offered the same level and intensity of summer instruction regardless of grade level. (n=43)



El Sistema programs offered a variety of programming and ensemble instruction. (n=67)

# ESUSA Programming

During the pandemic, many organizations pivoted toward offering more individual instruction, composition, and leadership classes. (n=67)





# ESUSA Programming

Students are returning to ESUSA programs at  
**HIGHER RATES** year after year.

**69.23%**

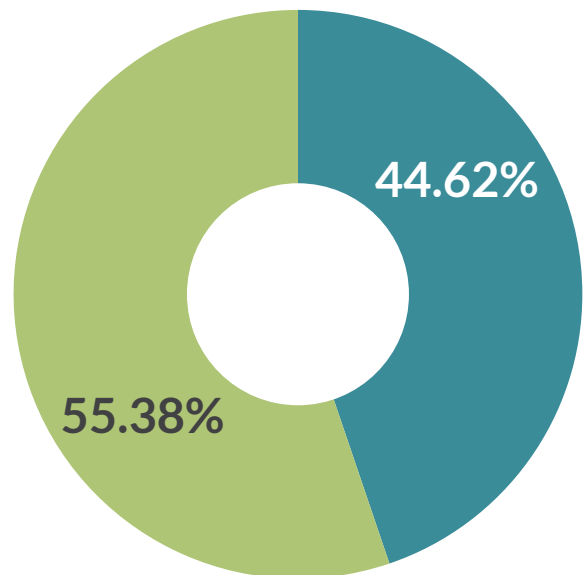
Students Enrolled in  
2017-2018 that returned  
in 2018-2019

**71.73%**

Students Enrolled in  
2018-2019 that returned  
in 2019-2020

Many programs are among the  
only free music learning programs  
available in their area, according to  
members' self-reporting. (n=65)

 YES  NO



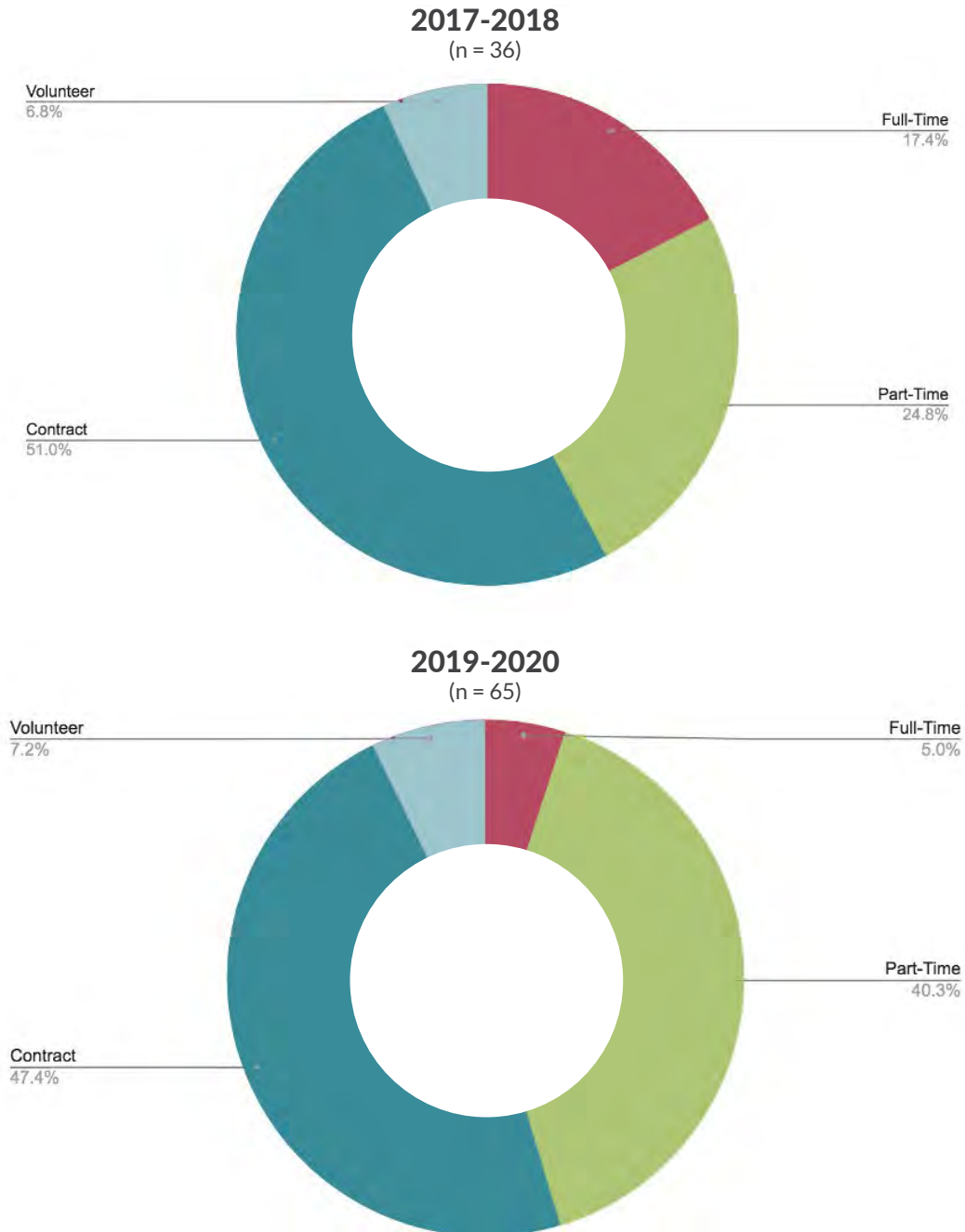
# STAFFING



# ESUSA Staffing & Student Demographics

## Increased PT Teaching Positions, Growth from Contract Staff

Members increased their part-time salaried work force and decreased contract positions.



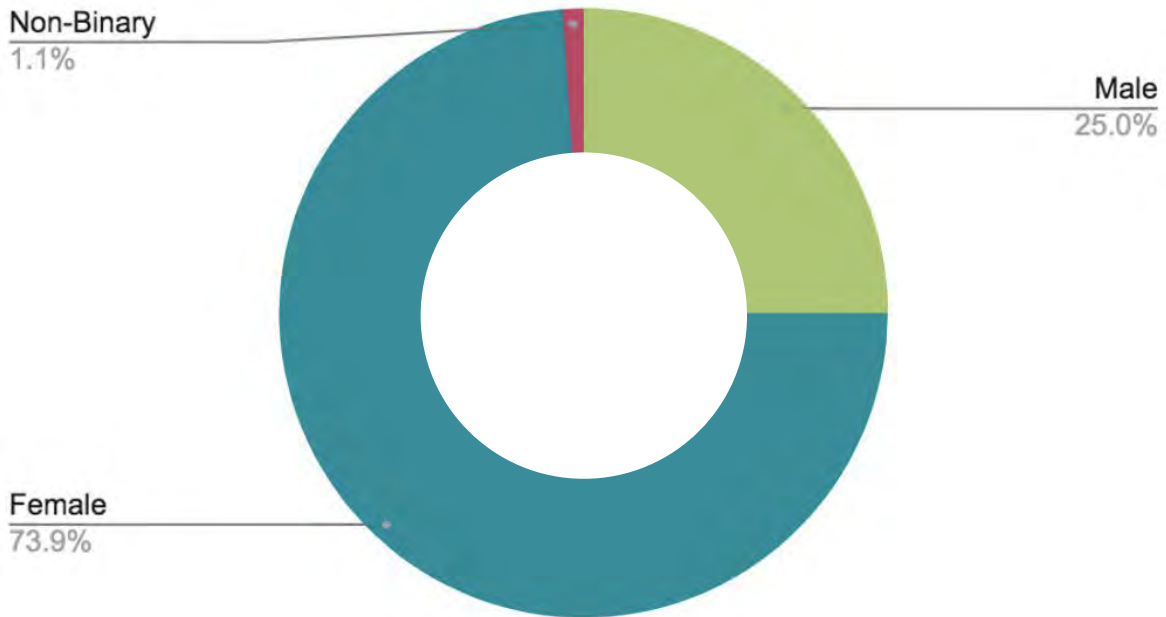


# ESUSA Staffing & Student Demographics

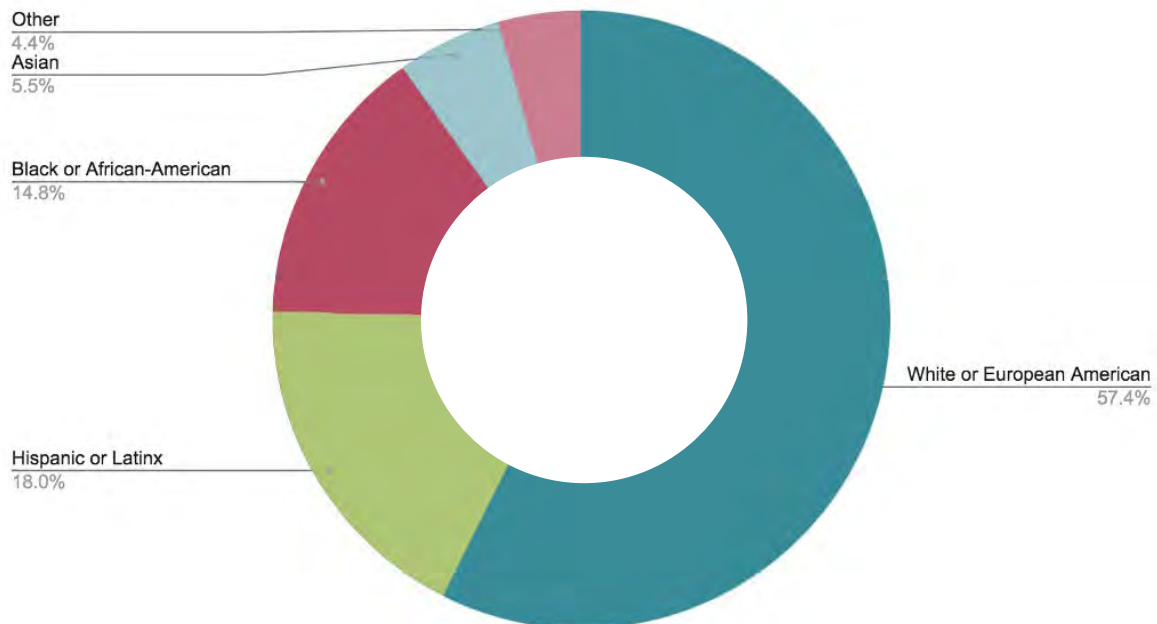
Census data shows that a majority of member organization leadership identifies as white and female.

(n = 67)

Executive Leadership by Gender Identity



Executive Leadership by Race and Ethnicity

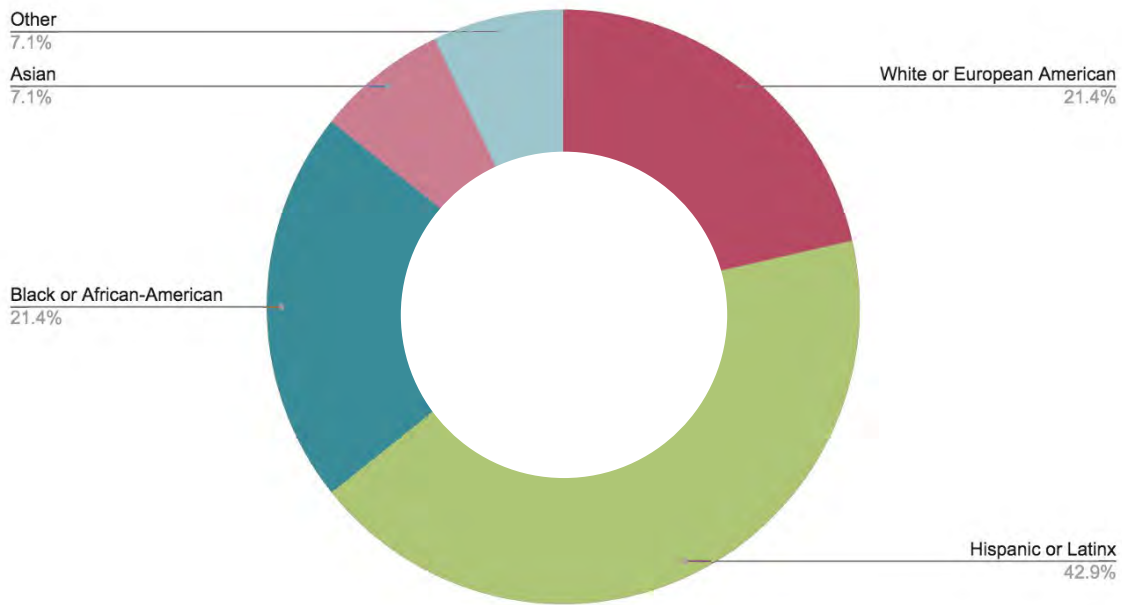


# ESUSA Staffing & Student Demographics

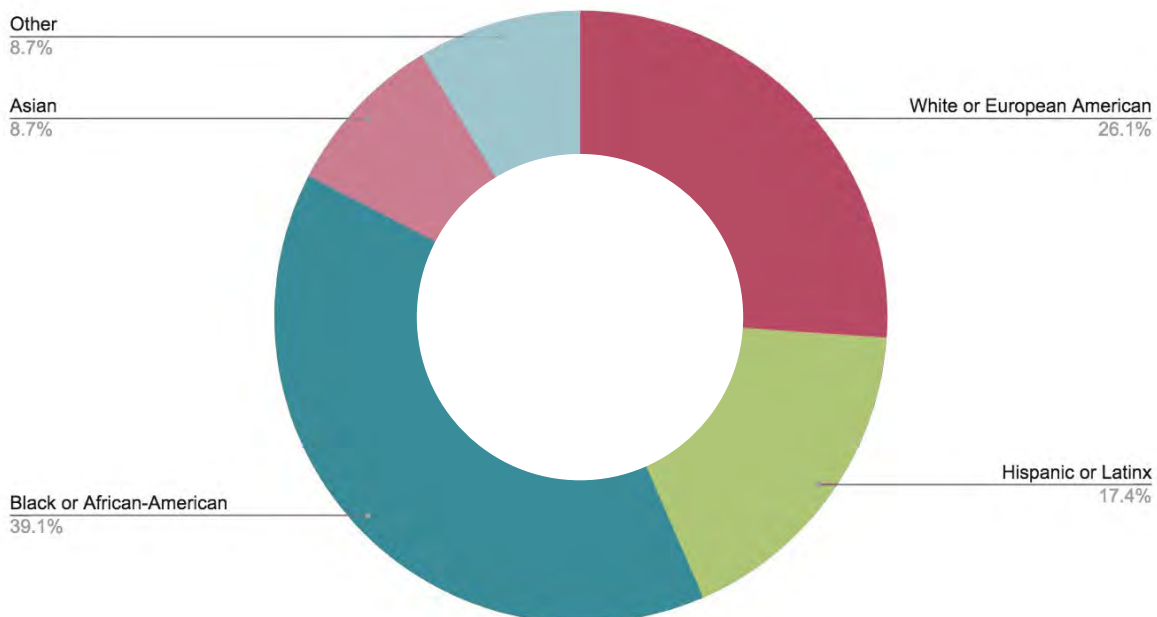
A majority of the office administrators and executive assistants from our programs identify as Black and Latinx.

(n = 67)

## Office Administrator/Executive Assistant

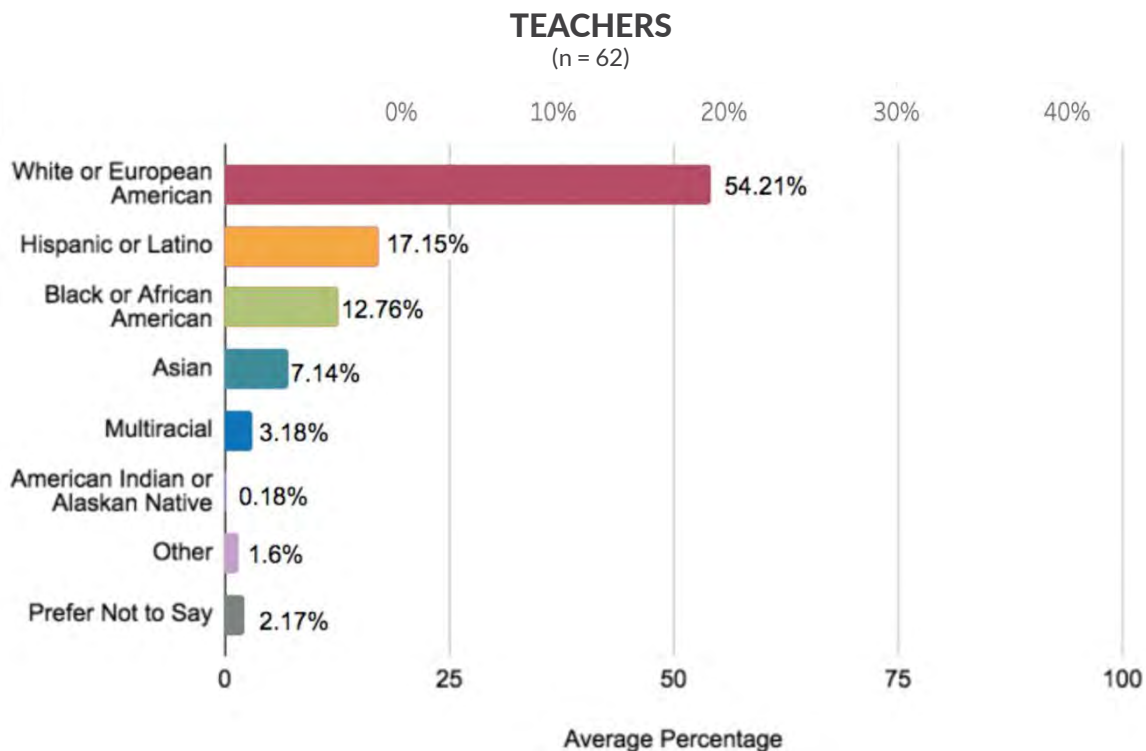
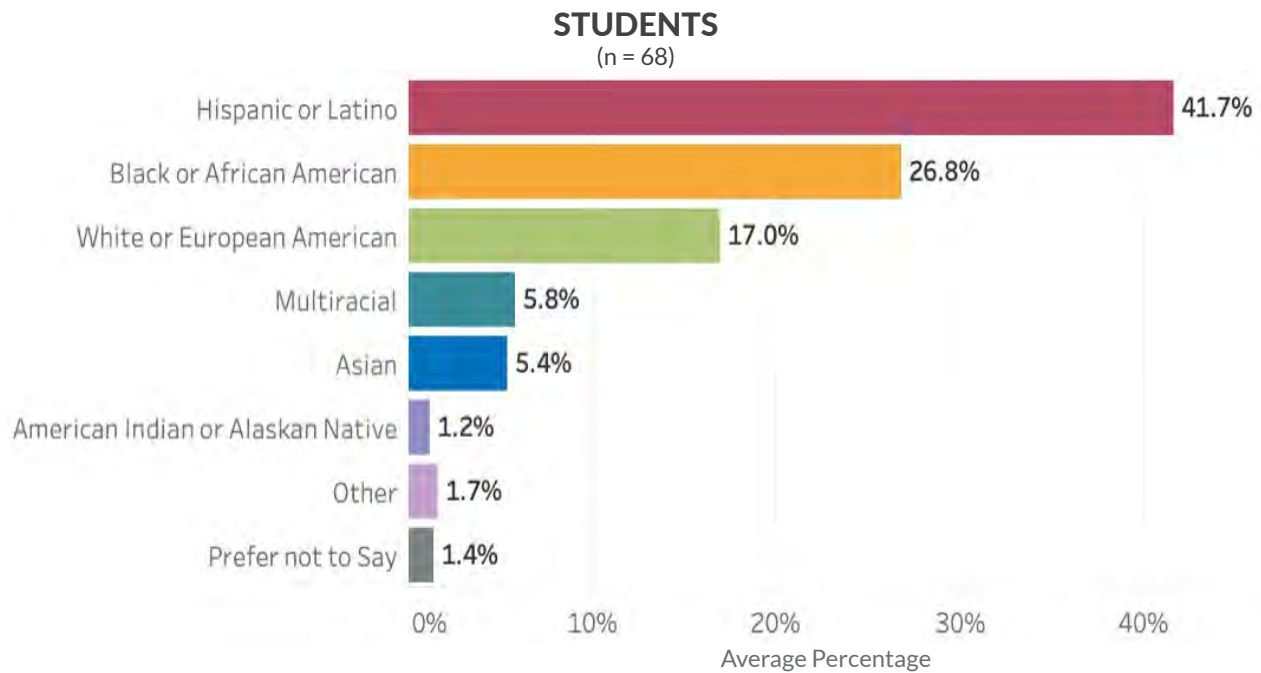


## Program Assistant



# ESUSA Staffing & Student Demographics

Most students in member programs identify as Black and Latinx, and most teachers identify as White.



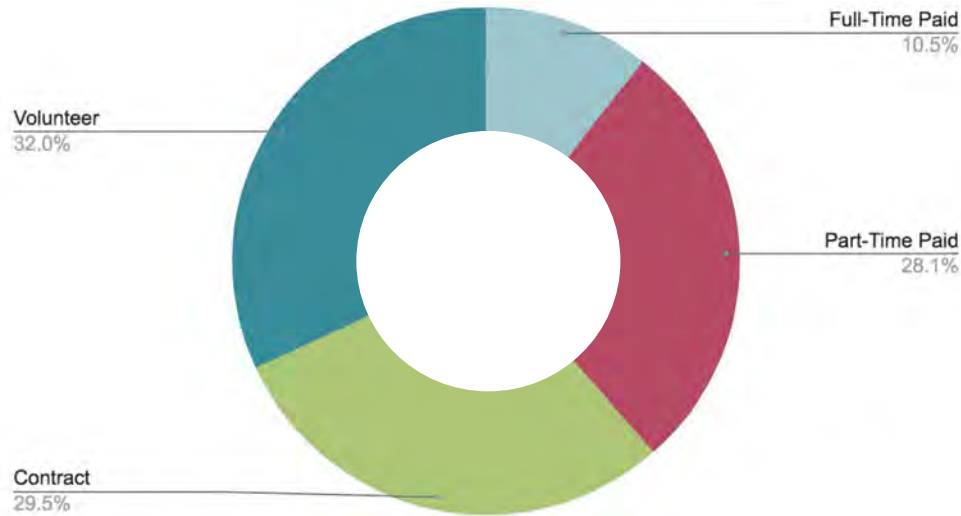


# ESUSA Staffing & Student Demographics

## Additional Staff Data

(n = 75)

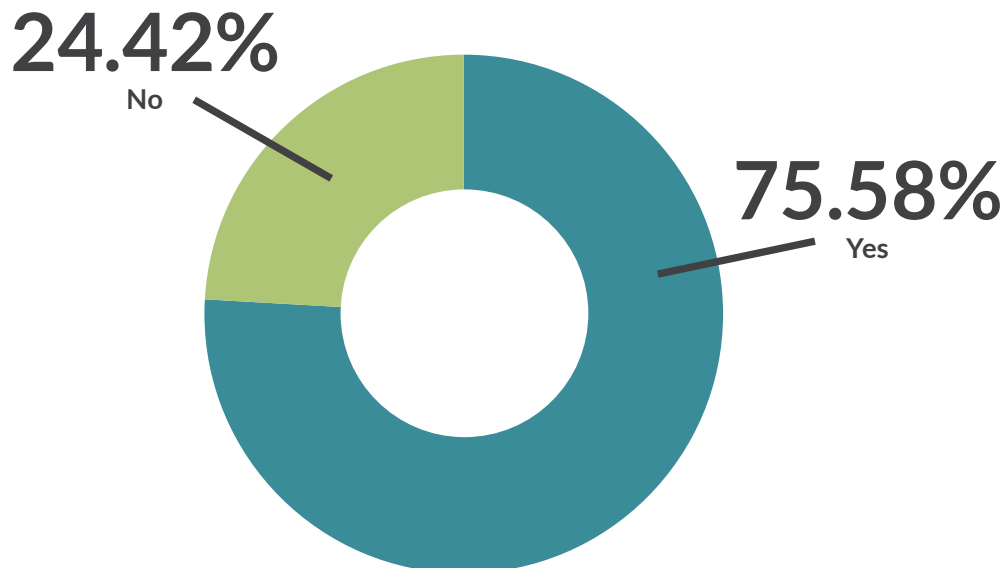
The majority of staff from member organizations are paid, with the largest group paid as contract staff.



## Retention Rate

(n = 67)

ESUSA organizations have averaged an annual 75% staff retention rate over the last three years.



A photograph of a woman and a young boy speaking into a microphone. The woman is on the left, wearing a blue t-shirt with the text 'EL SISTEMA' and '10 L'. The boy is on the right, wearing a green t-shirt with the text 'EL SISTEMA'. The background is blurred, suggesting a public event or community gathering. The entire image is overlaid with a semi-transparent teal color.

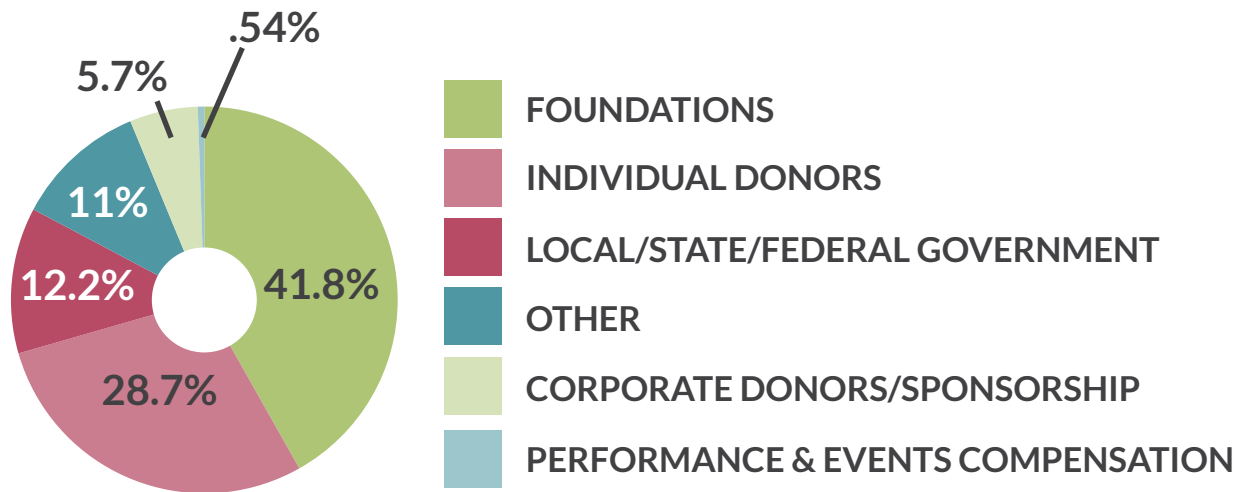
# ORGANIZATIONAL BUDGET INFORMATION

# ESUSA Program Budgets and Spending

## Revenue & Expense

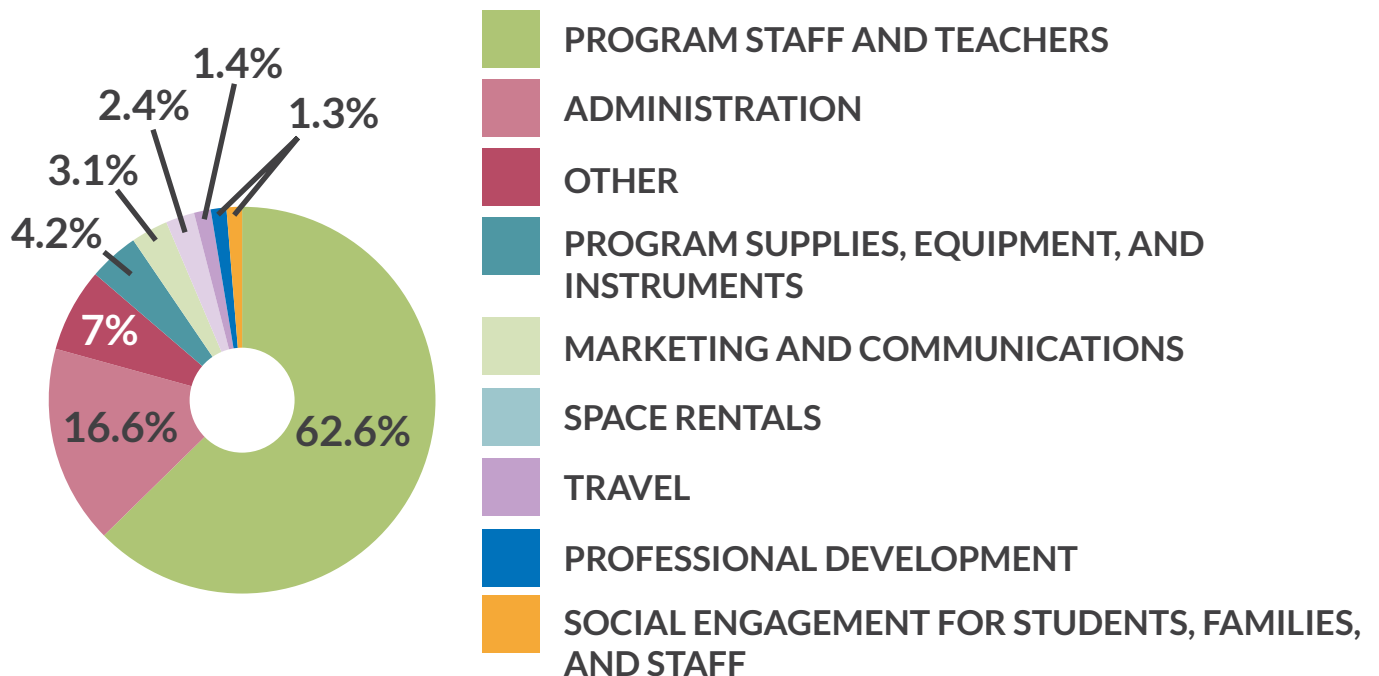
(n = 76)

### MEMBER REVENUE



### MEMBER EXPENSE

Organizations Invest in Their Teachers

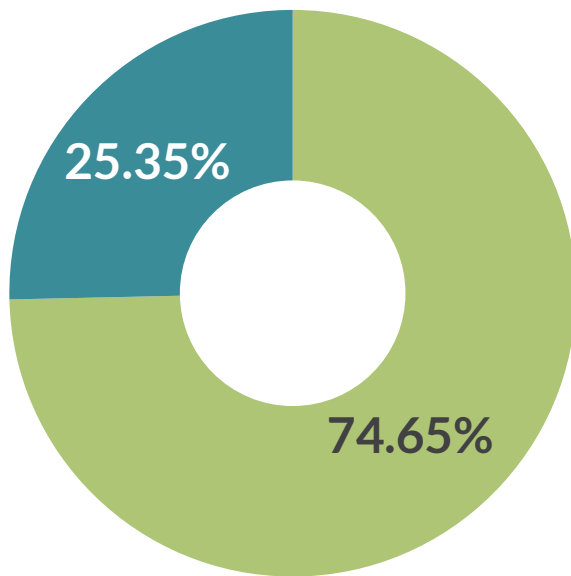


# ESUSA Program Budgets and Spending

From 2018-2020, there was a 2% increase in third party program evaluations.

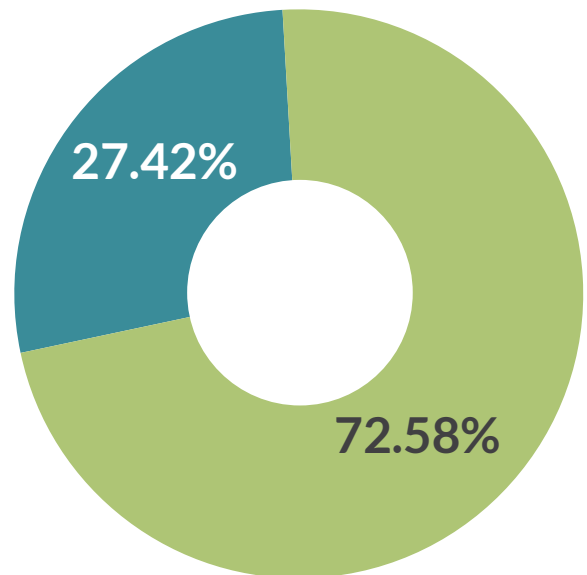
(n = 56)

## 2018-2019



■ YES ■ NO

## 2019-2020



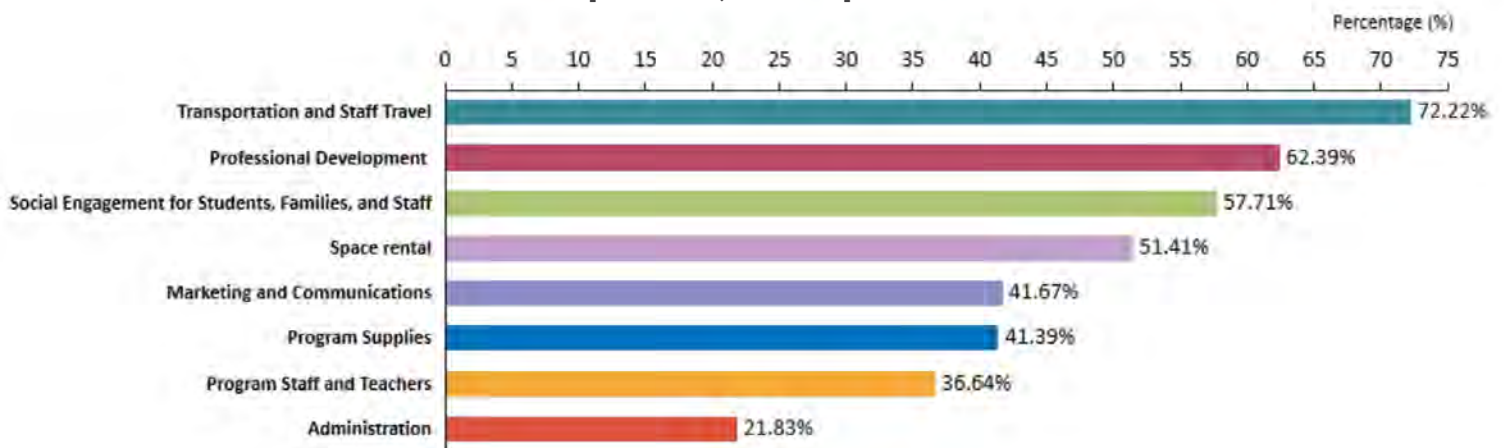
■ YES ■ NO



# ESUSA Program Budgets and Spending

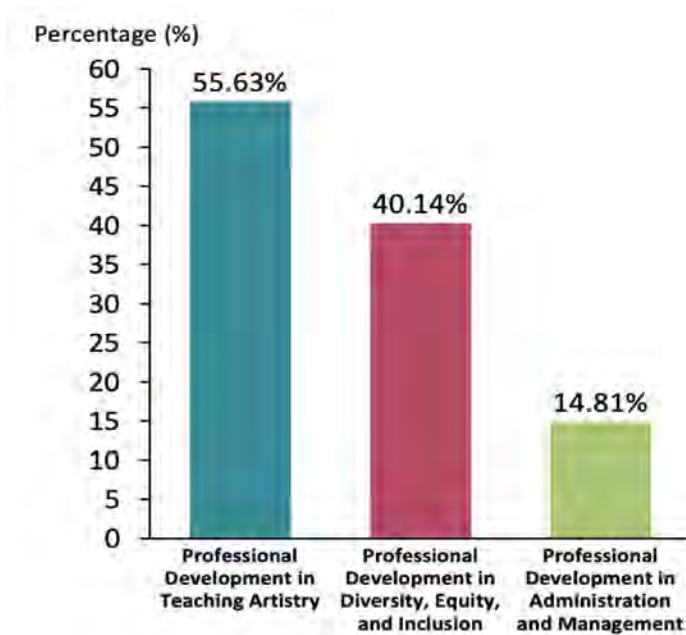
## Investment Priorities

ESUSA members invested in staffing during the pandemic, and cut areas such as transportation and staff travel, professional development, and space rental.



\*Note: For visualization purpose, we are showing the average percentage of reduction in each area across all ESUSA organizations that responded to the census.

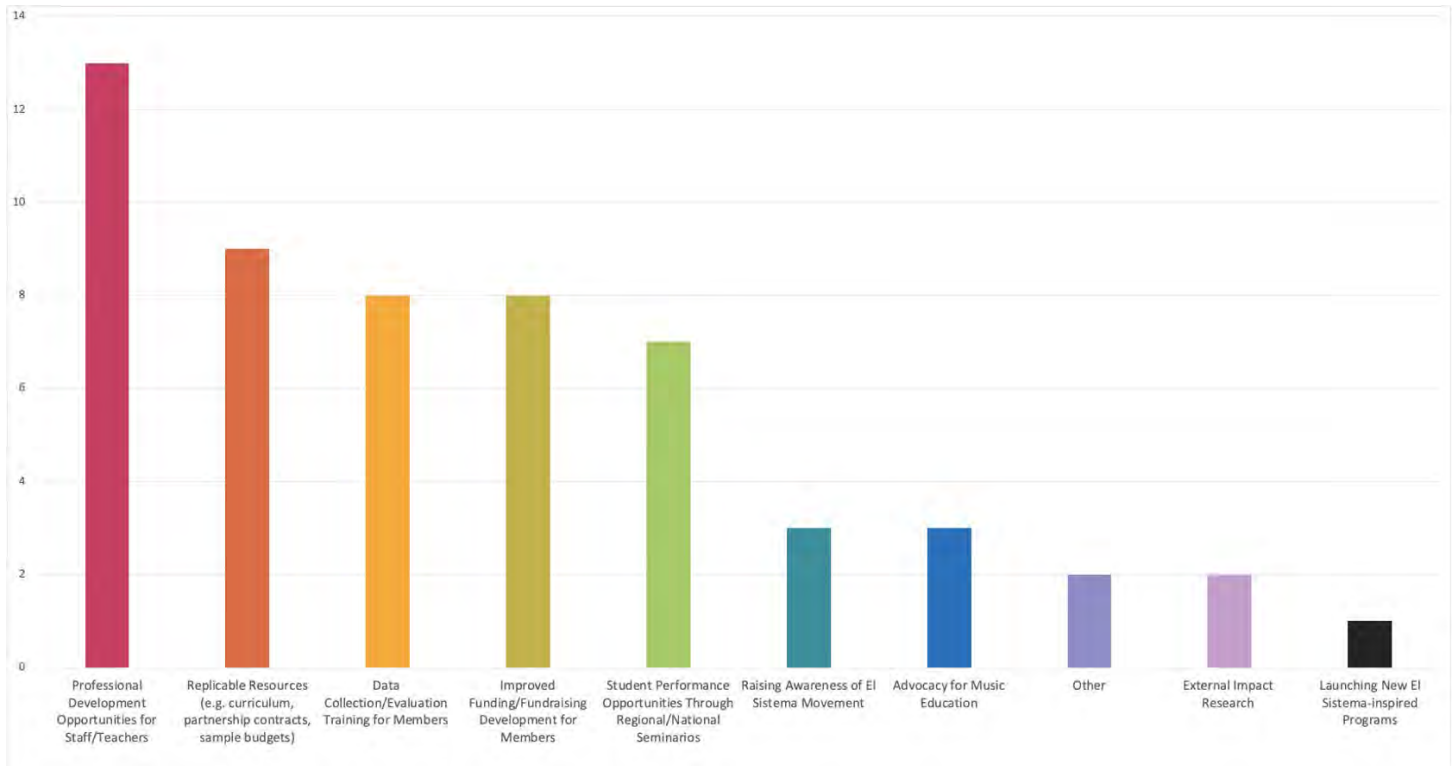
## ESUSA Members Invested in Professional Development for Teachers and in Diversity, Equity, and Inclusion. (n=67)



# What Our Members Seek

Members seek professional development most from  
**EI Sistema USA.**

(n = 56)



A young boy with dark hair is smiling broadly while playing a violin. He is wearing a dark t-shirt with a graphic design that includes the text "THE BEST DON'T". He is seated in an orchestra, with other musicians and their instruments visible in the background. The entire image is overlaid with a semi-transparent red filter.

# **LIST OF CONTRIBUTORS AND PARTICIPATING ORGANIZATIONS**

# List of Contributors and Participating Organizations

## CALIFORNIA

Enriching Lives through Music  
YOSAL  
MUSICA!  
Angelica Center for Arts and Music  
Harmony Project Bay Area  
Music Mission San Francisco  
Santa Rosa Symphony  
Caesura Youth Orchestra  
Riverside Arts Academy  
San Diego Youth Symphony  
El Sistema Santa Cruz  
The Harmony Project  
Bay Area Music Project  
Oakland School for the Arts Step it Up  
Sound Minds

## CANADA

Sistema Toronto  
Sistema Kingston  
YONA-Sistema  
New Brunswick

## COLORADO

El Sistema Colorado

## CONNECTICUT

INTEMPO  
Project Music

## FLORIDA

Sunstate Orchestral Program  
A Gift For Music  
Miami Music Project, Inc.

## GEORGIA

HENRY FOR MUSIC

## IDAHO

Music Conservatory of Sandpoint

## ILLINOIS

Chicago Arts and Music Project  
The People's Music School  
Sistema Ravinia

## INDIANA

ECoSistema  
Fort Wayne Philharmonic

## IOWA

Harmony School of Music

## LOUISIANA

Make Music NOLA  
Kids Orchestra

## MARYLAND

Tuned In  
OrchKids  
Baltimore Symphony Orchestra's  
OrchKids Program

## MASSACHUSETTS

Musica Franklin  
Boston String Academy

## MICHIGAN

Accent Pontiac  
Kalamazoo Kids In Tune  
Detroit Youth Volume

## MINNESOTA

ComMUSICation

## MISSOURI

Heartland Chamber Music Ltd  
Harmony Project KC

## NEBRASKA

Omaha Conservatory of Music

## NEW JERSEY

Paterson Music Project- Wharton  
Institute for the Performing Arts  
Trenton Music Makers

## NEW MEXICO

New Mexico Philharmonic

## NEW YORK

Empire State Youth Orchestra  
Creative Strings Improvisers  
Orchestra  
ROCmusic Collaborative  
WHIN Music Community Charter  
School

## NORTH CAROLINA

Winston-Salem Symphony P.L.A.Y.  
Music  
MusicWorks Asheville  
Young Musicians of Alamance  
Charlotte Symphony  
MusicWork Asheville



# List of Contributors and Participating Organizations (contd.)

## OHIO

Q the Music  
Price Hill Will (MYCincinnati)  
El Sistema@Rainey

## OKLAHOMA

Harmony Project Tulsa

## OREGON

The Junior Orchestra of Yamhill County (JOY)  
BRAVO Youth Orchestras

## PENNSYLVANIA

PYO Music Institute  
Play On Philly  
Crescendo Phoenixville

## PUERTO RICO

Musica 100x35 Program

## TEXAS

Dallas Symphony Orchestra Young Musicians  
B Sharp Youth Music Program  
El Paso Symphony Orchestra/Tocando Music Project  
Austin Soundwaves  
Houston Youth Symphony

## UTAH

Sistema Utah  
Salty Cricket

## VERMONT

Catamount Arts

## VIRGINIA

Soundscapes, Inc.  
Alexandria Symphony Orchestra

## WASHINGTON

Kids in Concert  
Seattle Music Partners

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## CONTRIBUTORS

Duke University Bass Connections

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Dr. Lorrie Schmid, Social Science Research Institute, Duke University

Dr. Jessica Sperling, Social Science Research Institute, Duke University

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Julia Henegar

Alexander Leo-Guerra

Pataraporn Smitasin, Sociology (AB)

Ziyue Zhang

Brennan Zook, Public Policy Studies (AB)

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Mike Angell, Paul M. Angell Foundation

Hermes Camacho, Austin Soundwaves

Alisha Kamath, El Sistema USA

Kaitlyn Korogy, San Diego Youth Symphony

Mike Pechter, Play on Philly

Dalouge Smith, The Lewis Prize

Isaac Sinnett, Ravinia Reach Teach Play