The IAWM began this planning process by including input from you – our members. Thank you to all who responded to our survey in the spring. Your insight – on what the leadership team does well, and where we falter – helped provide us with a blueprint to continue what you so clearly love about the IAWM and the goals and strategies to move forward. Hence, the mission of the IAWM has not changed, but we are reinvigorated with a new vision to better serve our members in the future. We are focused on Connection, Opportunity, Visibility and Relevance.

**mission**

The International Alliance for Women in Music fosters and encourages the activities of women in music.

**vision**

The IAWM is the world’s leading organization devoted to the equity, promotion and advocacy of women in music across time, cultures and genres.

**values**

- Inclusion, Diversity and Equity
- Support and Connection
- Global Advocacy and Visibility
- Communication
- Courage

2018 Annual Concert at Trinity College in Dublin. Miriam Kaczor (flute), Siun Milne (violin), Yseult Cooper (cello), Maire Carroll (piano), Diane Berry, Kelly-Marie Murphy, Esther Shuyue Cao, Anna Rubin, Anna Murray, Amy Brandon, Jane O’Leary, Cara Haxo, Silvia Rosani, Rhona Clarke, and Judith Shatin attended.

In 2017, at the Annual Concert at Kansas State University, IAWM President Carrie Leigh Page accepts the American Composers Forum’s Adventurous Programming Award.

Ensemble Vocal Luna with composer Christina Rusnak in Havana Cuba, 2016.
goals and strategies

GOAL 1
Through IAWM’s programming and advocacy efforts, increase the visibility, opportunities, connections and relevance of IAWM and its members

STRATEGIES
✦ Ensure that all of IAWM’s programming and advocacy are inclusive and equitable, and that they promote intersectionality in all activities, including racial, ethnic, geographical and musical diversity.
✦ Increase the value, connection and relevance of IAWM membership and engagement
✦ Amplify advocacy and visibility for Women in Music and IAWM
✦ Advocate to improve the awareness, opportunities and relevance of IAWM in all Musical Communities
✦ Establish and Maintain strategic partnerships to further IAWM’s network and strength

GOAL 2
Ensure the future Financial Sustainability of the IAWM

STRATEGIES
✦ Improve the Financial Sustainability of the board through long-range Financial Planning
✦ Establish and Maintain certified Accounting Practices
✦ Develop a Branding / Marketing Committee and Plan to increase awareness and growth
✦ The Membership chair will work with Finance, Advocacy, Marketing and Development to seek opportunities to increase membership
✦ Create a Development / Fundraising Committee and Plan to provide external support and to foster IAWM growth

GOAL 3
Improve the IAWM’s organizational structure, development and effectiveness

STRATEGIES
✦ Increase Board Development and Capacity
✦ Focus on Equity and Inclusion to expand diverse voices and strengthen IAWM
✦ Expand Membership Internationally so that our membership better reflects the world of women in music
✦ Improve the effectiveness of the IAWM board with more structured processes and continuity plans
more to come in 2021!

Thank you to all of the board members, present and past, who spent many meetings and contributed to the plan in 2020!!

Kerensa Briggs  Monica Buckland
Michele Cheng  Samantha Ege
Matthew Hoch  Natalia Kazaryan
Lil Lacy  AJ Layague
Eve Meyer  Carrie Leigh Page
Wanda Brister Rachwal  Dana Reason
Natalia Rojcovscaia  Christina Rusnak
Deb Saidel  Angela Slater
Kelly Vaneman  Sarah Westwood
and Kathryn Woodard

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