

EVALUATION: LEGATO LEADERSHIP COLLEGE & BRUSSELS RENDEZVOUS

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PART 1: LEADERSHIP COLLEGE

15 respondents out of 28* attendees (54% success rate)
 According to sign ups. Total attendees including Rendezvous was 35.

Full survey results available here:
<https://docs.google.com/spreadsheets/d/1VwQJdeFxy1Ad7Knktdx2qOjyr08OUMj7UytDy6mOY6Q/edit?usp=sharing>
 (You may need to request access)

Section 1: LEGATO Leadership College Experience

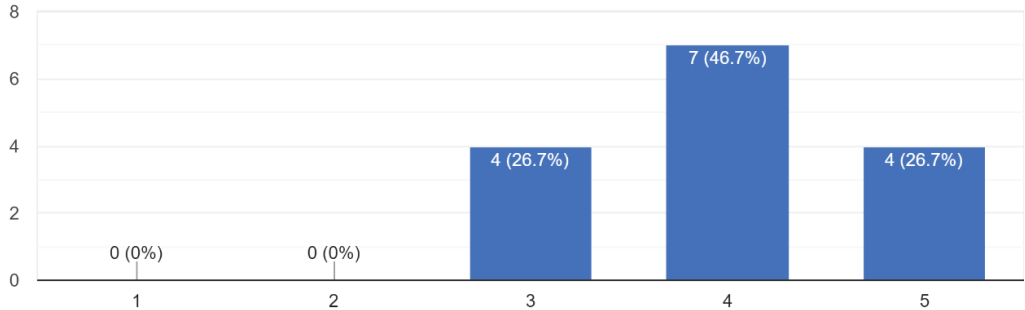
1. Which LEGATO Leadership College strand did you take part in? (Tick all that apply)
 15 responses



It appears that Get Organised was the most popular strand for sign-up. However we know that in reality, attendees moved between the sessions. This suggests that attendees might prefer to select workshops, rather than a strand.

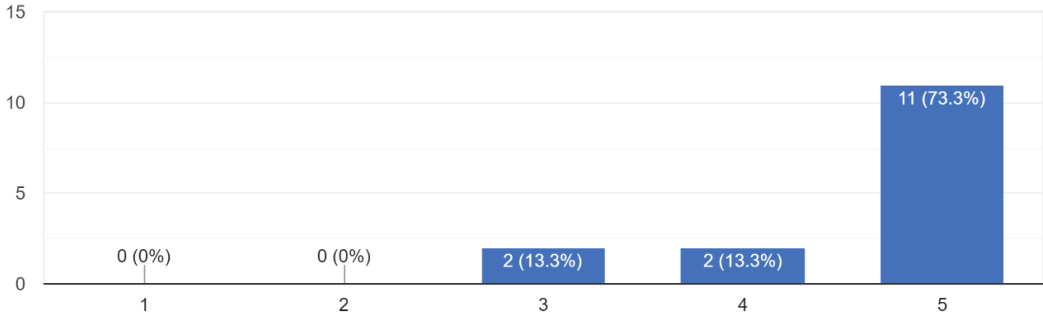
3. How has LEGATO Leadership College helped you improve your skills and confidence in leading and managing LGBTQ+ choirs?

15 responses



4. How has LEGATO Leadership College helped you build networks and develop new relationships with other LGBTQ+ choirs and musicians?

15 responses



The above three graphs suggest that the biggest benefit attendees got from the Leadership College was building networks (average 4.6 rating), followed by developing leadership skills (average 4 rating), above developing musical skills (average 3.2 rating).

When asked to rate quality of the sessions, there was no huge difference:

First session average rating: 4.5

Second session average rating: 4.3

Three session average rating: 4.3

A rating for specific workshops can be available upon request.

Highlights

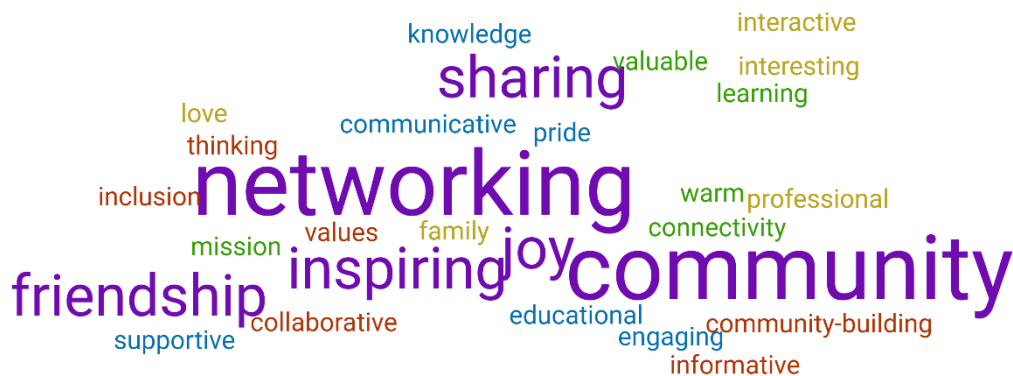
When asked about the highlights, the most common feedback was the opportunity to share experiences and approaches to challenges in an honest and safe forum. There were also positive comments about decisions around diversity in queer choirs, decision making processes, and Helga's workshop and the conducting course.

New Skills Developed Over Leadership Weekend

When asked what new skills attendees developed over the weekend, the most popular answers were around Mission, Vision & Values, and Helga's VoPA technique workshops.

Other answers included addressing diversity & inclusion, audience engagement tools & strategies, addressing diversity, feedback and evaluation, crisis management and musical direction within small ensembles.

Three Words to Describe Leadership College Experience



Very positive response to this question with 'networking' and 'community' as the most common words, followed by 'friendship', 'inspiring' and 'sharing'. Several similar words also referring to the collaborative and community focused way of working.

What could be improved about the Leadership College Experience

Perhaps the most useful part of the survey. I have not included the responses here ([you can view online here](#)) but have highlighted common or useful feedback.

- More advance information about talks to allow members to make more informed decisions – and more distinction between sessions (i.e. Better coordination between workshop leaders to avoid duplication within workshops)

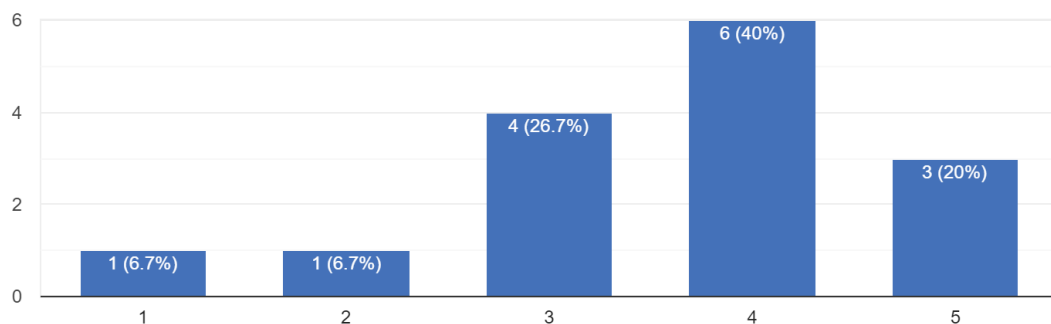
- Suggested title change to encourage broader attendance – is term ‘Leadership’ offputting for those not in official leadership positions? Previously been called "Legato Meetings". Could it be focused as a “development” weekend?
- Preference for discussion based workshops rather than lectures – several people fed back appreciation for round-table discussions that were participant focused.
- Missed opportunities to sing together.
- A plenary session or keynote speech with everyone together.
- External facilitators outside of membership and a clearer activity plan combining practical activities and discussions (and clearly communicating which sessions were which)
- Recommendation that activities are on a Saturday and Sunday to encourage more participation.
- Some workshops could be more structured.
- Making sure everyone had opportunity to speak within the groups and it wasn’t overly dominated by certain individuals.
- More information on the college given further in advance.

Section 2: LEGATO Leadership College Planning



13. How would you rate LEGATO Leadership College 2024 for Accessibility & Inclusion?

15 responses



Average rating: 3.6

There were several concerns raised around accessibility. When asked what could be improved, responses included:

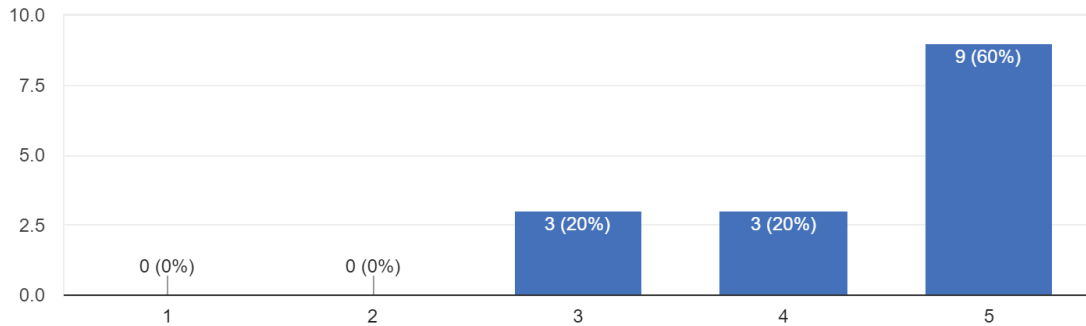
- Greater gender and LGBTQ+ diversity in delegates and facilitators (more women, trans representation)
- Physical access challenges with venue (raised by several people)
- Space and time for people to decompress and find quiet spaces
- Consideration for accessibility and pace on the walking tour – more rendezvous feedback
- Specific accessibility information for each venue and location (for example stage and backstage access, wheelchair capacity) – more rendezvous feedback

- Information available on Legato website rather than relying on emails
- Confusion around welcome event with venue having another event on
- Better facilities and lighting

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15. How would you rate LEGATO Leadership College 2024 for value for money?

15 responses



Average rating: 4.4

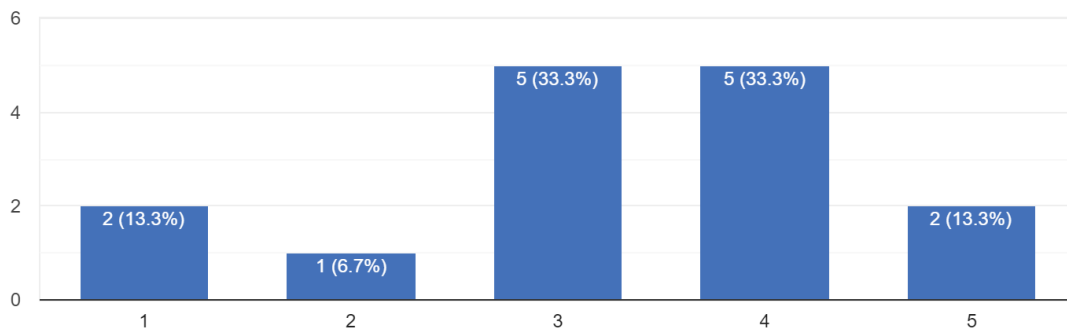
Overall very positive feedback, however when asked what could be improved:

- For slightly higher price, better premises and catering
- Polling choirs in advance of planning sessions to see what challenges are
- Grants for choirs from underrepresented countries
- Quicker access to presentation materials

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17. How would you rate LEGATO Leadership College 2024 for accommodation?

15 responses



Average rating: 3.3

When asked what could be improved:

Also low rate accommodation:

- Offer a low rate accommodation offer
- Several people booked accommodation independently

- Would like an official recommended place where everyone can stay together that's suggested earlier before people start their own bookings.

Section 3: LEGATO Leadership College 2025

100% of Leadership College attendees are interested in attending another college in 2025.

What skills and focuses would people like to see in LEGATO Leadership College 2025

Responses included:

- More diversity of choirs attending (only one lesbian choir in 2023)
- Focus on fundraising, volunteering, engagement and growing audiences
- Revisit 2023 topics as world is constantly changing
- Practice and singing for non-conventional voices (i.e. making choir welcoming for trans people)
- Attracting younger members
- Building community whilst avoiding cliques and conflict
- Developing and adapting your choir brand and identity
- International project opportunities
- Governance: balancing operational and strategic leadership
- Setting achievable access & inclusion objectives
- Further development of conducting techniques including intermediate level
- More singing activities and musical skills focus
- Increased attendees and more scholarships

Suggestions for workshop ideas or workshop leaders for LEGATO Leadership College 2025

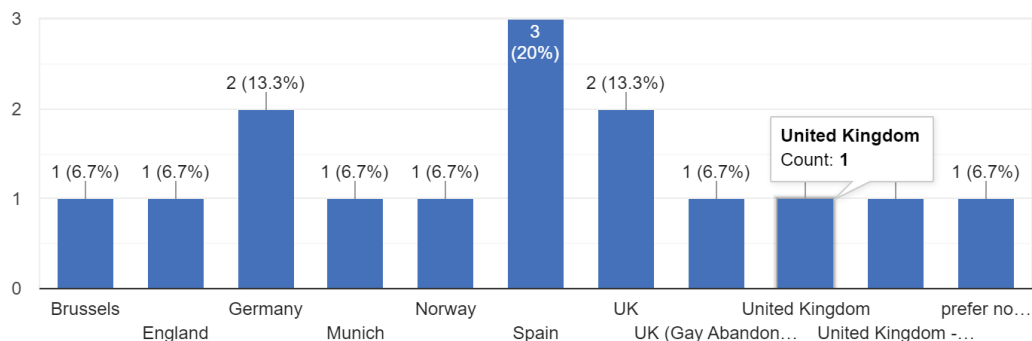
- Workshops focusing on exchange not leadership
- Building strategic plans and creating strategy groups within your choir
- Making your choir trans welcoming (voice training, gender neutral bathrooms, concert attire etc)
- Choir communications
- Choir clinic sessions / surgeries
- National Choir Networks round table
- Established choirs supporting new choirs and facilitating formation of new choirs
- Increasing representation across Europe
- How much pastoral care should a choir give its members?
- Copyright guidance for performances, arrangements, printing and permissions.
- How to collaborate with other choirs and arrange joint projects outside your own city.

Section 4: LEGATO Leadership College Attendees

23. Which country is your choir based in?



15 responses

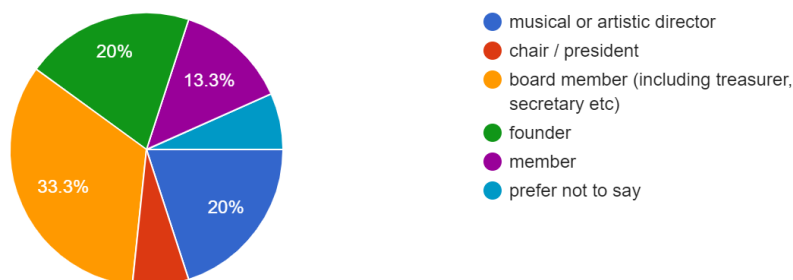


The above chart is misleading as it was an open text answer which meant there were multiple ways 'UK' was inputted. In fact 6 of 15 attendees were from UK (40%) which is a significant over representation. There were 3 representatives each from Spain and Germany, one from each of the other countries.

24. What is your role in your choir? (For example: musical director, chair, etc.)



15 responses



The charts on the following page outline the LGBTQ+ identities of our attendees are reflective of the feedback that the attendees were majority cis (80%) gay men (73%). Only one respondent identified as a woman, and only one identified as trans.

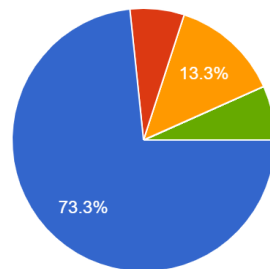
This is a similar story when considering ethnicity with 80% attendees being white, and disability (no attendees identifying as disabled).

Whilst LEGATO's primary focus is LGBTQ+ identity we should not forget about intersectionality and there is clearly work to be done to diversify those participating in and leading the Leadership College.

25. What gender do you identify as?

[Copy](#)

15 responses

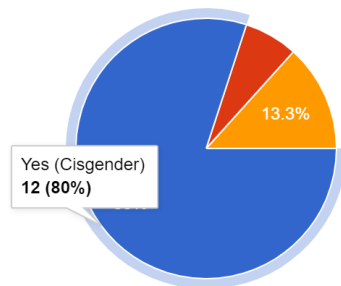


- Man (including trans men)
- Woman (including trans women)
- Non-binary
- Gender-fluid
- Questioning
- Agender
- Other
- Prefer not to say

26. Is your gender the same as you were assigned at birth?

[Copy](#)

15 responses

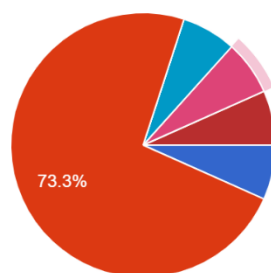


- Yes (Cisgender)
- No (Transgender)
- Prefer not to say

27. What is your sexual orientation?

[Copy](#)

15 responses

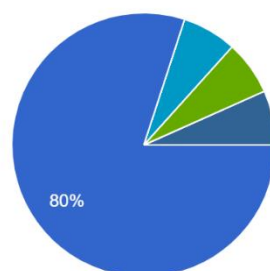


- Lesbian
- Gay
- Bisexual
- Asexual
- Pansexual
- Queer
- Questioning
- Heterosexual or straight
- Prefer not to say

28. What is your ethnic identity?

[Copy](#)

15 responses

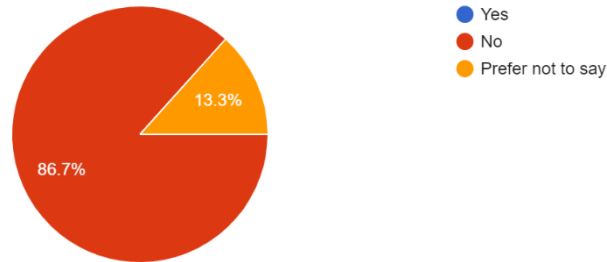


- White
- Black African or Caribbean
- Middle Eastern
- Jewish
- South Asian
- East Asian
- Southeast Asian
- Latin American

29. Do you identify as being disabled?

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15 responses

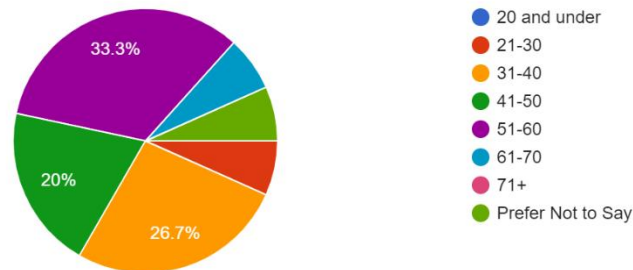


Where there is more positive representation is age, with a fairly evening spread between ages 30-60. However there could be more work done to engage younger choral leaders (future talent and leadership pipelines) and older choral leaders (valuing experience and expertise).

31. What is your age?

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15 responses



Recommendations for LEGATO Leadership College 2025

From the above evaluation, I have made the following recommendations for consideration when planning LEGATO Leadership College 2025.

Inclusion and Representation:

- Proactive and targeted efforts to increase diversity of the attendees and the facilitators (specifically breadth of LGBTQ+ representation and better geographic reach). Explore targeted use of bursaries to achieve this.
- Commitment to physically accessible venues.
- Planning for time and quiet space for attendees to decompress.
- Consideration of physical access for activities (such as walking tours)
- More external facilitators outside of LEGATO membership (though this will need paying for)

Communications and Planning:

- Include updated website page for all information, alongside regular email updates.
- Design schedule so it is possible for attendees to book onto specific workshops rather than "strands"
- More coordinated planning of workshops, further in advance, to avoid duplication of content and to allow attendees to make more informed decisions.
- More advance promotion and communication for the Leadership College in general.
- Have an officially recommended (and potentially discounted) place where everyone has the option to stay together and promote this before people begin booking their travel and accommodation.
- Potential name change and clarification of who the college is for as the term "Leadership" might discourage choir members without leadership roles.

Leadership College Activity and Ideas

- Inclusion of keynote or plenary session so that all attendees can share in some experiences together.
- More opportunities for attendees to sing together.
- Suggestion for future workshops: fundraising, managing and recruiting volunteers, growing audiences, singing for non traditional voices (i.e. inclusive singing for trans people), organising international exchange projects, intermediate conducting techniques.
- Suggestion for drop in Choir Clinics or Surgeries.

PART 2: BRUSSELS RENDEZVOUS

9 respondents out of 35 attendees* (25% success rate)

According to sign ups.

Full survey results available here:

https://docs.google.com/forms/d/1S_ftsafdkQvAwEmSBjlxGz-QKdioHrRa9obp9zJvWVE/edit#responses

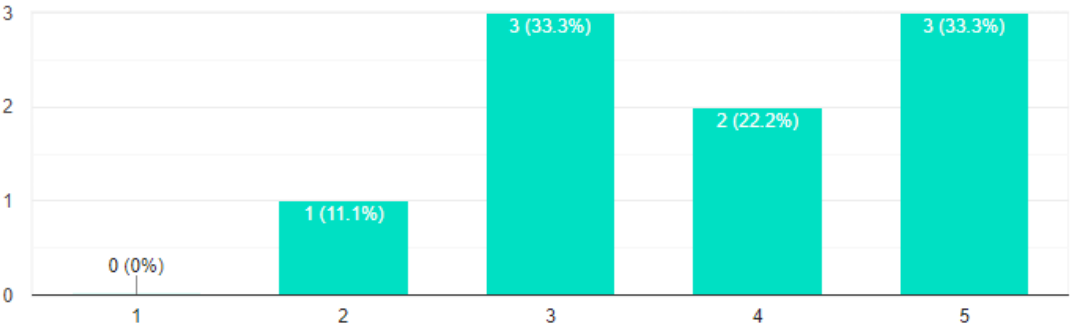
(You may need to request access)

Section 1: Rendezvous Experience

How would you rate the registration information and communication



9 responses

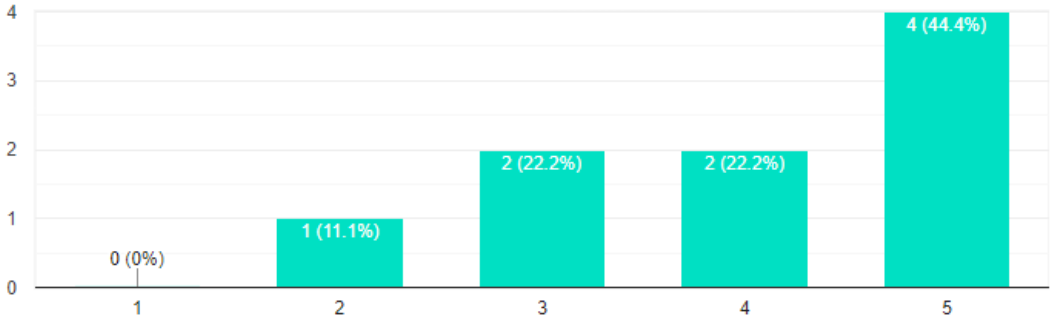


Average rating: 3.8

How would you rate the venue visits



9 responses

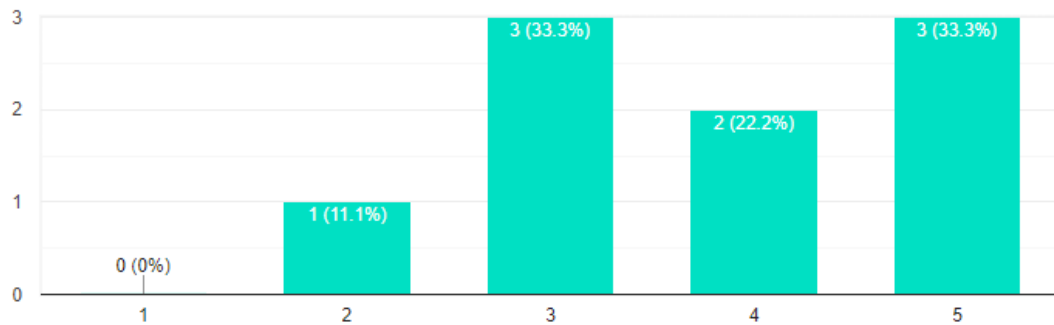


Average rating: 4

How would you rate the Lunchtime planning / engagement event

[Copy](#)

9 responses

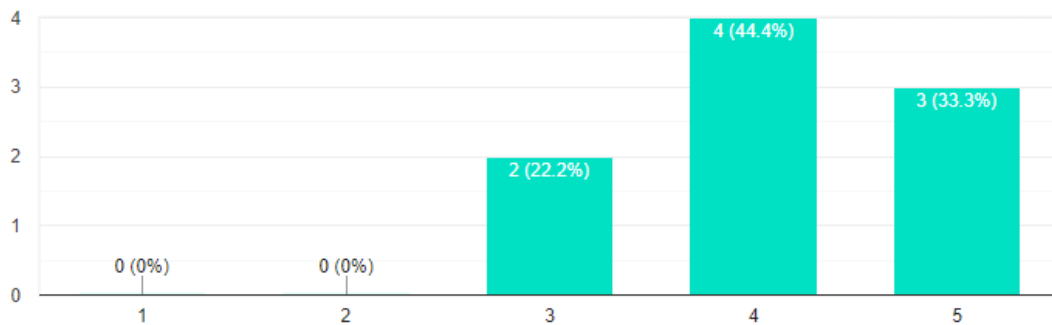


Average rating: 3.8

How would you rate Brussels as a destination for Various Voices Festival in 2026

[Copy](#)

9 responses

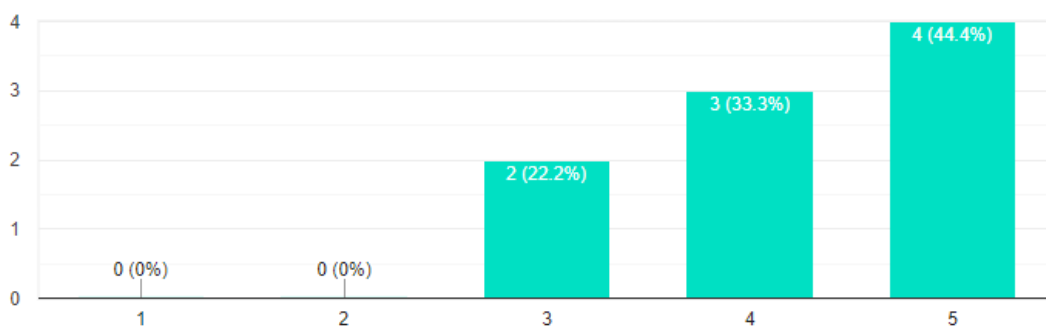


Average rating: 4.1

Did you think the Brussels Rendezvous Event was helpful for you

[Copy](#)

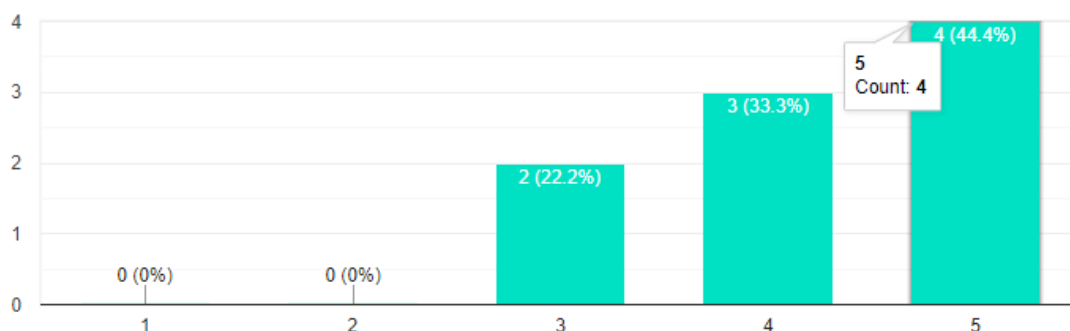
9 responses



Average rating: 4.2

Did the weekend motivate you to bring you and your choirs to Various Voices Brussel's 2026 [Copy](#)

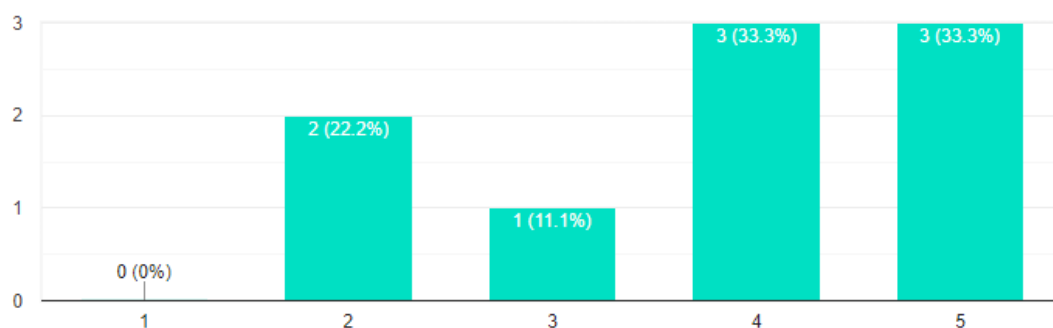
9 responses



Average rating: 4.2

How would you rate the Rendezvous event for accessibility and inclusion [Copy](#)

9 responses



Average rating: 3.8

What Could have been improved?

There are some in depth feedback comments that I have included in full as an appendix at the end, as I believe they are beneficial and should be read. However here is a quick summary of some of the concerns and feedback that were raised:

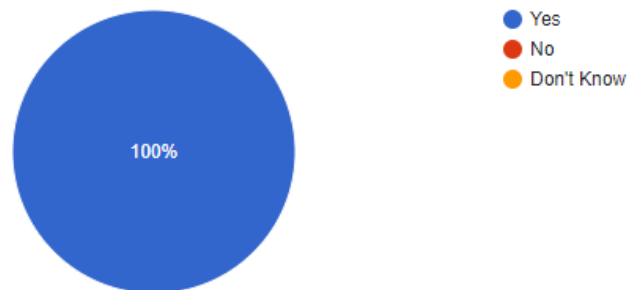
- The artistic vision felt ambitious but theatrical in focus and not rooted in choral community and experience, contributing to expensive fee
- Concern around limited performance opportunities with only one confirmed singing opportunity for choirs (pop-up outdoor gigs not appropriate for all choirs) – this was echoed by several people.
- Concerns about connotations of “freak show” theming for one of the nights.
- Concerns about exclusivity of opportunities to sing at gala performances.
- Concerns for mobility and access between venues, and backstage accessibility in venues.

- Alternative socialising options alongside the club nights (potentially 'village' courtyard space)
- Welcome for delegates - confusion why the Friday evening registration and meeting did not take place, leading some delegates to feel a bit ignored.
- Clearer timetable for Rendezvous weekend.
- People would have liked to have visited more venues.
- Specific accessibility information for each venue and location (for example stage and backstage access, wheelchair capacity) – *from the Leadership College survey*

Would you recommend future Rendezvous events for other festivals

 Copy

9 responses

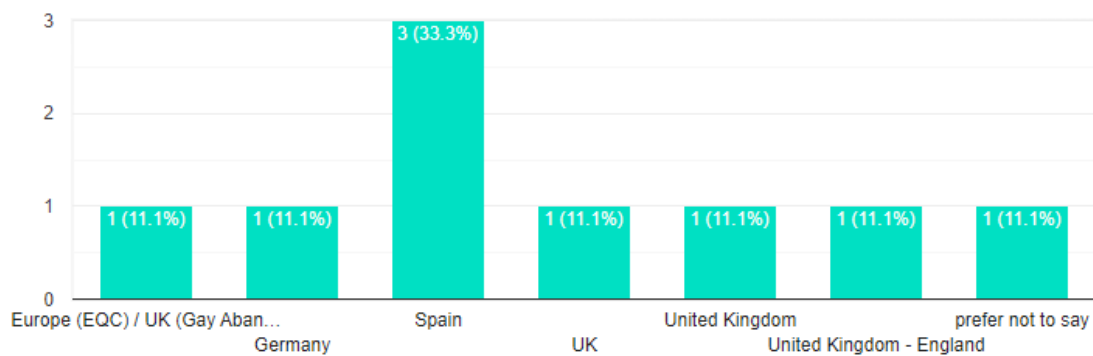


Section 2: Rendezvous Attendees

Which country is your choir based in

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9 responses



As with Leadership College Survey, this is misleading due to text entries meaning UK is listed several times. 33% of delegates UK, 33% Spain.

Demographics

I have chosen not to display graphs due to low number of respondents and the fact that they largely mirror the demographics of Leadership College.

As a snapshot:

- 89% respondents identify as male (11% prefer not to say)
- 89% respondents identify as cis-gendered (11% prefer not to say)
- 78% identify as gay (11% queer, 11% prefer not to say)
- 78% identify as white (11% Latin American, 11% prefer not to say)
- 89% respondents identify as disabled (11% prefer not to say)
- 78% identify as neurodivergent (11% Latin American, 11% prefer not to say)
- 78% aged between 31 and 60 (11% 60+, 11% prefer not to say)