

## The AFM Diversity Committee

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**Deacon John Moore, New Orleans, LA**  
President, Local 174-496

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President, Local 56

**Beth Zare, San Francisco, CA**  
Secretary-Treasurer, Local 6

**Keith Nelson, Las Vegas, NV**  
Secretary-Treasurer, Local 369

**Douglas Robinson, Phoenix, AZ**  
Secretary-Treasurer, Local 586

**Alfonso Pollard, Washington, DC**  
AFM Staff - Director of Diversity  
Member, Local 161-710

# Inclusion, Diversity, Equality, & Accessibility

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## **Our mission statement explains why the AFM Diversity Committee exists:**

*Our mission is to reflect the diversity of our musical community and further the goal of the AFM to recognize and celebrate the diverse nature of our organization. With the assistance of our International Executive Board, we seek ways to better represent and increase membership by raising the level of participation by all, through affirmative means. This can only be accomplished by organizational educational outreach, recruitment, Officer training and increased leadership opportunities at all levels. The American Federation of Musicians of the United States and Canada is committed to creating an inclusive environment where diversity will be valued and celebrated; where members, leaders, rank-and-file and staff are inspired to contribute to the growth of the Federation. We envision our organization as one where the leadership reflects and affirms the diversity of our membership.*

# **AFM Diversity Committee Goals: Uniform Organizing Checklist**

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## Committee Focus

### **A. Generating Local Board and Membership Support**

- State the necessity for
- Point out the diversity that is lacking.

### **B. How to Identify Potential Committee Members**

- Encourage and invite participation.
- Broad cross section

### **C. Background Criteria**

- Look for experience and or interested members.
- Potential of members
- Local
- Develop some guidelines: Genre, Age, Ethnicity, etc.

# Committee Focus Cont'd

## **D. Formalizing the Committee**

- Local presidents appoint committees.
- Petition Local Executive Board to establish a DC.
- What to do administratively.
- Local bylaws may outline process.

## **E. Committee Profile- One Pager**

- Can adopt AFM DC document to starter.
- Mission statement (Included in DC flyer)

## **F. Identifying Parallel/Identical Sources**

- Links to our resources
- Other constituency groups that have same goals
- AFL-CIO constituency groups

## **G. Coordinating with the AFM Diversity Committee**

- Take all profiles and make a pamphlet or booklet of them.
- Have a contact person/chair of each group.
- Possible monthly/quarterly meeting

# Goals

## **A. Racial Equity**

- Observation understands your inherent culture.
- Community Presence

## **B. Union Organizing (Internal and External)**

## **C. Advocacy- Political and Racial & Gender**

## **D. Gender equality**

## **E. All of the above**

## Community Investment

### **A. Outreach Goals Document-One Pager**

- Gospel/Church musicians
- Music Programs
- Young Audience type programs
- Young Sounds Programs
- Performance schedules based on various cultures via MPTF.

## Community Investment Cont'd

### **B. Identifying Community Stakeholders (examples)**

- Community Centers
- Lawyers for the Arts
- Grocery Store Chains
- Musicians Clinics and Assistance Foundations
- Cultural Arts Centers (Native American, Asian, Hispanic, African American, etc.)
- Music and Culture Coalitions
- Arts Councils
- Jazz Museums
- Backstreet Cultural Museum
- Musicians Council on Fair Wages

# Training – Learning About Us

## **A. Prospective Players**

- Discussion about screens – ROPA & ICSOM
- Players who are striving towards performance careers

## **B. Media**

- No clue as to why screens were up.
- AFM needs to promote and engage more than we do.

## **C. Orchestra Membership (Implicit Bias Policy One Pager)**

- Educational (Dept of Professional Employees)
- Discuss w/Michael Manley & Bruce Fife
- Weston Sprott - position on screens during auditions
- Orchestra Committees

# Administrative Training (Implicit Bias)

## **A. Boards**

- Local Officers, Conference Boards, Freelance, & PCC (RMA, ICSOM, ROPA, TMA)

## **B. Orchestra Membership**

- Non-discriminatory Language
- African American -Fellowship players need training.

## **C. Soloists (Policy One Pager)**

- Diversity language in their contracts

## **D. Conductors (Policy One Pager)**

- Diversity language in their contracts

## **E. Administrators**

- Executive Directors, General Managers, Chief Operating Officers, etc.

# Project Descriptions

## **A. Identifying Stakeholders**

- Who would benefit from working with us?
- Community Centers

## **B. College and University Seminars on Minority Inclusion**

- Seminars where they can talk to the Diversity Committee.

## **C. Internal Support of Orchestra Activities**

- How the Diversity Committee can support their activity

## **D. Youth Orchestra Awareness Seminars**

- Speak to them about Summer Music Programs, Music Schools, etc.

## **E. Students and Parents**

- Set up a day where both can come and talk about colleges and universities.
- What it means to be in the union (Contracts, Benefits, Protection)
- Scholarships that are available to them

## **F. Union Orchestra Organizing**

- What role will the Diversity Committee play in helping to organize a non-union orchestra.
- All genres of music should be encouraged to join the AFM; Diversity Committee could work with them.

## For More Information Contact:

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