



Southern Conference Diversity Committee

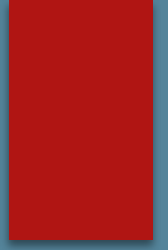
JUNE 22, 2025

Our Team

Alex Navarro - Chair
Sharon Bingham Wolfolk
Aurelia Rocha
Helen June Zatlin
Fermin A. Segarra Cordero
Tihda Vongkoth

Local 65-699 Houston
Local 161-710 D.C.
Local 23 San Antonio
Local 777 Biloxi
Local 555 San Juan
Local 427-721 Tampa

Southern Conference Diversity Committee Objectives



- ▶ Recognize and celebrate the accomplishments of the AFM (Federation, Conferences, Locals, Musicians) in their work toward Diversity, Equity, Inclusion and Accessibility (DEIA)
- ▶ Acknowledge shortfalls in DEIA implementation and identify opportunities for improvement

AFM promotes DEIA

- ▶ Collaborations with Sphinx, Black Orchestral Network and incorporating the National Alliance for Audition Support guidelines with regard to auditions
- ▶ Work of AFM Diversity Committee
- ▶ International Musician articles
- ▶ MPTF funding of concerts

DEIA Local Celebrations 2024-25

- ▶ Music in schools during the month of February for Black History Month
- ▶ Presented “Women In Music” Festival in celebration of International Women’s Month
- ▶ Presented 4th Annual Jazz Fest featuring 150 musicians
- ▶ 100 musicians at 4 locations celebrating Juneteenth.

Mid-Atlantic Jazz Festival

Sponsored by D.C. Federation of Musicians Local 161-710



Houston Local 65-699 DEIA Events

 **URGENT BYLAWS MEETING MAY 5TH, WE NEED YOUR VOTE**



**WOMEN
IN MUSIC**

*International Women's Day Celebrated at
HPMA Festival in March featuring*

HWC
HOUSTON WOMEN'S
CHAMBER ORCHESTRA

THE
**HOUSTON
MUSICIAN**

*Houston Professional Musicians' Association
Official Publication of the AFM Local 65-699
www.afmhoustons.com*

SPRING 2025

**4TH ANNUAL HPMA
JAZZ FEST**

SUNDAY, APRIL 27, 2025
POST-HOUSTON 401 FRANKLIN ST
12:00-7:00PM

1897-2025 United in Music for 128 Years

In Texas, the following counties fall within the jurisdiction of the Association: Austin, Brazoria, Brazos, Chambers, Colorado, Fort Bend, Galveston, Grimes, Hardin, Harris, Jasper, Jefferson, Liberty, Matagorda, Montgomery, Newton, Orange, Polk, San Jacinto, Trinity, Tyler, Walker, Waller, Washington, and Wharton. In Louisiana, the following Parishes (counties) fall within the jurisdiction of the Association: Allen, Beauregard, Calcasieu, Jefferson Davis and Cameron.

FREE ENTRY!



REGINALD SMITH, JR., BARITONE
MARY BOX, CONDUCTOR
JUNETEENTH CHAMBER ORCHESTRA

**JUNETEENTH
CONCERT**

**JUNE 19TH
7:00PM**

SAENGERHALLE
1703 HEIGHTS BLVD



REPERTOIRE BY BLACK COMPOSERS: H.
LESLIE ADAMS, JASMINE BARNES, QUINN
MASON, SAMUEL COLERIDGE-TAYLOR,
DAVE RAGLAND, AND FLORENCE PRICE

 funded in part by the
City of Houston
through Houston Arts Alliance

THIS CONCERT IS FUNDED IN PART BY THE CITY OF HOUSTON THROUGH
HOUSTON ARTS ALLIANCE, THE HOUSTON PROFESSIONAL MUSICIANS'
ASSOCIATION AND THE AMERICAN FEDERATION OF MUSICIANS

Committee Recommendations

- ▶ Fund a dedicated full-time Chief Diversity Officer
- ▶ Include stakeholders (bottom up) in the decision-making process
- ▶ Collect data on MPTF funding for DEIA (Black History Month, Women's History Month, Jazz Appreciation Month, Juneteenth)
- ▶ Collect data on CBA ensembles that feature DEIA productions

Executive Board of Houston Local 65-699



Committee Recommendations

- ▶ Expand the definition of Diversity—not exclusive to race and protected classes, but also diversity in musical stylings
- ▶ Challenge locals to diversify not only membership, but also leadership
- ▶ Provide up-to-date training for Locals, Members and appropriate committees
- ▶ Increasing and diversifying social media presence
- ▶ Study local data and analytics

Justifications for Southern Conference Resolutions

- ▶ In response to Presidential Executive Order 14151, the Western Conference ratified a resolution affirming DEIA on April 6.
- ▶ In the spirit of solidarity, the Eastern Conference Diversity Committee wished to honor the work of our Western Conference brothers and sisters by proposing their own DEIA.
- ▶ In continuing the spirit of solidarity throughout the AFM, the Southern Conference Diversity Committee wishes to honor the work of both the Western and Eastern Conferences by proposing our own resolution to further move the cause of promoting Diversity, Equity, Inclusion and Accessibility in the AFM.



Southern Conference Diversity Resolution

JUNE 22, 2025

DALLAS, TX

Our Document

► *Whereas, The American Federation of Musicians is a Union consisting of members from the United States America and Canada, and;*

Our Document

► *Whereas*, The AFM is committed to promoting musicians of all genres in their fight for fair compensation and working conditions, *and*;

Our Document

- *Whereas, The musicians of the AFM, each with their unique background, training, experience and style, reflect and contribute to the culture of the two nations they represent, and;*

Our Document

- ▶ *Whereas*, The history of the AFM includes periods of exclusion and segregation, including the denial of full membership to women and the forced creation of separate locals for Black Musicians, which caused lasting harm to individuals and communities, and;

Our Document

- ▶ *Whereas, Acknowledging and learning from the history is essential to the Union's ongoing commitment to equity, accountability, and meaningful inclusion, and;*

Our Document

► *Whereas, the silencing of one or more of our musical voices is an injury to all, and;*

Our Document

► *Whereas*, The musicians of the AFM oppose all forms of prejudicial bias, discrimination and harassment on the job, in our unions, and in the public square, including but not limited to those based on sex, gender identity and expression, race, sexual orientation, veteran status, national or ethnic origin, immigration status, age, physical appearance, disability, HIV status, marital status, parental status, *family status*, religion or political views, *and*;

Our Document

► *Be it Resolved*, the locals of the Southern Conference will continue to promote diversity, equity, inclusivity, and accessibility in our workplaces and communities, to build alliances across all cultures and to commit our Union to the fight for human rights and social justice, *and*;

Our Document

► *Be it Further Resolved*, the locals of the Southern Conference commit to inclusive DEIA representation in all publications, materials, media, etc, *and*;

Our Document

► *Be it Further Resolved*, the locals of the Southern Conference are encouraged to endorse candidates on the Local, Regional, State, and National levels that are DEIA supportive candidates, *and*;

Our Document

► *Be it Further Resolved*, the locals of the Southern Conference strongly recommend that the AFM adopt a similar resolution.



The Diversity Committee moves
that we adopt this resolution

Does anyone have
questions or comments?