

Resolution N°. 10

July 31, 2024

Subject: *Recognition and Support of the American Federation of Musicians Change the Culture Committee and their Proposed Measures*

Change the Culture Committee Resolution

Whereas, The Regional Orchestra Players' Association ("ROPA") recognizes the urgent need to address the systemic and ongoing issues related to discrimination, harassment, sexual harassment, and sexual assault within the music industry; and

Whereas, The Change the Culture Committee, spearheaded by Karen Suarez Flint, Secretary-Treasurer of the Chicago Federation of Musicians, Local 10-208 ("CFM") of the American Federation of Musicians of the United States and Canada ("AFM"), has outlined a series of important measures aimed at establishing meaningful policies, reporting structures, and preventative education to combat these issues; and

Whereas, The proposed measures include the adoption of a comprehensive Code of Conduct by the AFM, the development of accessible reporting mechanisms, the formation of a dedicated working group, and the creation of informational resources to support and protect all members, particularly musicians lacking protections from a collective bargaining agreement ("CBA"); and

Whereas, The Change the Culture Committee's proposals are aligned with best practices already implemented by other major unions and organizations within the entertainment industry, which have taken proactive steps to ensure safe and respectful workplaces; and

Whereas, These measures will not only help to prevent and address instances of discrimination and harassment but also provide essential support for affected individuals, fostering a safer and more equitable environment for all members;

therefore be it

Resolved, That the Regional Orchestra Players' Association ("ROPA") hereby endorses and supports the Change the Culture Committee's six proposed measures; and be it further

Resolved, That ROPA applauds the American Federation of Musicians of the United States and Canada ("AFM") for adopting these measures and encourages the AFM to promptly implement them, including the establishment of a Code of Conduct, the development of a robust reporting system, the formation of a working group focused on discrimination and harassment, and the creation of educational materials and resources; and be it further

Resolved, That ROPA commits to collaborating with the Change the Culture Committee and the AFM in promoting these initiatives, providing feedback, and ensuring that these policies are effectively communicated to and accessible by all members; and be it further

Resolved, That ROPA will support and advocate for the dissemination of informational resources and educational materials designed to help members understand their rights and responsibilities in the workplace and access available reporting processes and support mechanisms; and be it further

Resolved, That ROPA expresses its gratitude to the Change the Culture Committee for their leadership and dedication to creating a safer and more inclusive environment within the performing arts industry, and reaffirms its commitment to advancing these critical efforts.

Submitted by: The ROPA Executive Board