



TEAM LEADER/PRESIDENT MEETING

October 1st, 2022 Notes

Agenda

1. Welcome
2. Regional & International Information
3. Roundtable on Diversity, Equity & Inclusion activities
4. General Roundtable

The presentation with links to the resources is available [here](#).

Attendees

Sue Melvin – Team Coordinator Region 16 RMT, Limestone City Voices
Christine Yorke – Membership Coordinator Region 16 RMT, Circle of Harmony
Vanessa Echlin – Marketing Coordinator Region 16 RMT, Bytown Beat Chorus
Tamar Spina – Barrie Soundwaves
Karen Young – Bytown Beat
Alex Morris – Circle of Harmony
JD Crowe – Canadian Showtime
Lorraine Gagnon-Lacroix – Durham Shores
Heather Parker – North Metro
Nancy Buott – Northumberland
Jacquie DiFederico – The Heartland Singers
Sue Dubois – York Harmony

Requests

- Please give the Regional social media team a heads up about upcoming events that you want the Region to highlight for you via Facebook Messenger. The team tries to monitor the chorus Facebook feeds but appreciates proactive notes.
- Send event information to Leila Brown to be included on the Regional website.

Upcoming Regional Events

- Nov 12th – Fall Music School
 - Registration deadline is October 28th
 - Register here: <https://www.jotform.com/build/222126336795156>
 - Any remaining rooms in the hotel block will be released on October 10th

Roundtable Discussion – Diversity, Equity and Inclusion

- The DEI toolkit developed by International is available [here](#). Member login is required to access.
- Suzanne Askin attended the DEI session in Phoenix on the behalf of the Region and North Metro. Her notes are available [here](#).



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Roundtable Discussion – Diversity, Equity and Inclusion (cont.)

- **DEI Activities** - Choruses shared what they done to progress DEI in their group:
 - Including DEI as a standing item on the Board/Management Team agenda
 - Brainstorming with leadership team
 - Holding chorus discussion(s) of the toolkit information
 - Asked the chorus to review the glossary from the toolkit to raise awareness
 - Updating standing rules to neutral language
 - Facilitated strategic planning session
 - Identifying chorus members that are DEI champions at work that can be a resource to the chorus
 - Completing Accessibility for Ontarians with Disabilities Act (AODA) online training. A free program is available from Accessibility Services Canada [here](#).
 - Creating a DEI team/council within the chorus
- **DEI Questions or Concerns**
 - Some members are expressing concerns that the changes to the standing rules do not align with the fact that Sweet Adelines is a women's organization. The changes may be unacceptable to some but do align with the direction of the organization.
 - Facilitating these discussions take skills that many may not possess. The region is working on identifying resources to facilitate or to train facilitators.

Roundtable Discussion – Other Questions

- What are chorus COVID policies regarding vaccination and masking?
 - Some choruses have now made either or both optional, generally after a chorus vote or a vote at the Management team as representatives of the chorus.
 - Some have included it as a standing item on their management team agenda.
- What are choruses doing to encourage members participating via Zoom to return in person?
 - Many choruses have stopped offering a Zoom option but record their rehearsals for those who are travelling or are sick.
 - A few choruses have set up a private Facebook group and stream rehearsals via FB live with access restricted on a weekly basis to those who specifically need to be absent.
 - A few choruses are continuing to offer Zoom to ensure all members are included.
 - A personal approach may be required to understand what is preventing members from attending in person.

Next meeting:

- Sunday, January 15th at 3 pm.
- Zoom join link: <https://us02web.zoom.us/j/8473056850>