

## Counterpoint strike response/racial justice commitments

- Standing in solidarity with the HC strike ( supporting, standing aside)
- Standing in solidarity with the BMC strike?
- Expanding the mediator position. Someone to help facilitate discussions, check in on issues, help hold the group accountable, particularly during auditions. The point isn't necessarily to lead a teach in, although if ppl feel led they can.
- Each of doing our own research for song pick to minimize harm and appropriation. Avoid problematic artists with values inconsistent with our own. Also avoid appropriation. But still be conscious of race and diversity of repertoire in pitching songs.
- Having an accountability system of an anonymous google form for complaints within the group, and also like 3 established meetings to discuss and reckon with these topics in the context of our own group. Also could talk about other issues within the group at these meetings to not make it only about racism. If enough issues arise we could add another meeting somewhere in the semester
- Commit to making our group more accessible to FGLI and BIPOC students: how?
  - Continue to be flexible about rehearsal timing and attendance, emphasis more on communication about needing to miss.
  - Be open to changing the number of rehearsals a week in response to schedules
  - When filling out the whenisgood for rehearsals, pick all the times that work even if inconvenient, prioritizing making it easier to attend academic and monetary commitments
- Musical preparation accessibility in auditions
  - Important to keep it mind
  - Keep asking bmc to pay for noteflight
  - Keep the listening component to callbacks that we implemented this year so it doesn't prioritize ppl who read music
  - Be generous with callbacks, particularly for those without much experience - only not calling back if every aspect of the audition goes poorly
  - Be conscious of our own implicit biases when thinking about attitude or "vibe" in terms of forming the group - this is something that the leadership position can help with also
  - We can still ask about musical experience, but don't make decisions based on that alone, particularly thinking about quantity vs quality of experience and accessibility
- Money - read the club rules carefully first!
  - Make a commitment to discuss various mutual aid/bail funds as a group so that we as individuals have an idea of where to send money if we are financially able and want to
  - Pick a charity for each concert to collect funds from people or encourage them to donate to - box for cash, a venmo
- Reach out to the alumni we have access to in terms of the strike and these efforts going forward