



INTERNATIONAL CONFERENCE OF  
SYMPHONY AND OPERA MUSICIANS

**Note:** sessions not streamed marked with “#”

(♩) denotes conference document availability -

<https://icsom.org/conferences/2023materials/>

Username = icsomuser1

PW = MilWauKee2023!@#

(password is case sensitive)

## WEDNESDAY – AUGUST 23

**8:30AM – 9:30AM – #** New Delegate Breakfast

### General Session begins:

**10:00AM – 11:45AM** – Welcome & Introduction of ICSOM Governing Board

Roll Call of Orchestras

Introduction of Guests and Attendees

**Welcoming Remarks** – Conference Coordinator Kirk Ferguson & ICSOM Delegate Helen Reich

AFM Local #8 President & ICSOM Chair Emeritus Robert Levine

Milwaukee Symphony Orchestra President & CEO Mark Neihaus

### **Officer Reports –**

Chairperson’s Address

President’s Address

Secretary, Treasurer & *Senza Sordino* Editor Reports

Approval of 2022 ICSOM Conference Minutes & 2023 Officer Reports

Nominating Committee Report – Bradley Mansell, chair

**11:45AM – 1:45PM – LUNCH**

**1:45PM – 2:00PM – Pam Fendt** – President, Milwaukee Area Labor Council

**2:00PM – 2:45PM – AFM President Tino Gagliardi**

**2:45PM – 3:00PM – BREAK**

**3:00PM – 3:30PM – Inclusive Stages: Racial Diversity in American Orchestras (♩)** – Caen Thomason-Redus (VP of Inclusion & Learning, League of American Orchestras)

**3:30PM – 4:30PM – Doug Hagerman (♩) [via ZOOM]** – Board Chair, League of American Orchestras and Past Chair, Milwaukee Symphony Orchestra

**7:00PM – 9:00PM – MIXER & HALL TOURS**

## THURSDAY – AUGUST 24

**10:00AM – 11:30AM** – Announcements

Roll Call of Orchestras

Nominations

**AFM Convention Report – Dan Sweeley, ICSOM 3<sup>rd</sup> Delegate**

**Reports:** ICSOM Communications (Mike Muszynski), AFM Strike Fund (Paul Austin & Peter de Boor), Conductor Evaluation Program (Paul Austin)

**Player Conferences Council – OCSM, RMA, ROPA, TMA**

**11:30AM – 1:00PM – LUNCH** (*GB with AFM President & IEB*)

**1:00PM – 3:15PM –**

**AFM 101 – Ken Shirk, AFM Secretary-Treasurer**

**IMA Update – Debbie Newmark, Director of Symphony Electronic Media**

**ICSOM Counsel Kevin Case – *SCOTUS & Fellowships Presentation***

[Close Nominations]

**3:15PM – 3:30PM – BREAK**

**3:30PM – 5:00PM – # Orchestra Breakouts – [*DEI Roundtable* – Jessica Schmidt; *IMA Basics* – Debbie Newmark; *Building Cohesive Colleagues* – Paul Austin & Keith Carrick (*each 45-minute session will be repeated – choice of 2 sessions to attend*)**

**5:00PM – 7:00PM - DINNER**

**7:00PM – 9:00PM – # Town Hall I** [*Delegates, Alternate Delegates & Governing Board only*]

**FRIDAY – AUGUST 25**

**8:00AM – # YOGA w/Holly Slocum**

**9:15AM – 10:00AM – Announcements**

Candidate Speeches (*Chairperson, Treasurer, Editor, Members-at-Large*)

Roll Call/Election

**10:00AM – 12:00PM – Tenure Panel Discussion –** Jessica Schmidt (Orchestrator Inclusion), John Lofton (Los Angeles Philharmonic Delegate), Terrell Pierce (Milwaukee Symphony Orchestra Director of Operations), Leonard Slatkin (Music Director Laureate of the Detroit Symphony/Conductor Laureate of the St. Louis Symphony Orchestra) Moderated by Kevin Case

**12:00PM – 1:30PM – LUNCH – # DELEGATE BREAKOUTS BY ORCHESTRA BUDGET SIZE**

**Group 1:** *Alabama, Charlotte, Columbus, Florida, Grand Rapids, Hawai'i, Jacksonville, Louisville, Rochester, St. Paul, Symphoria, Virginia*

**Group 2:** *Buffalo, Chicago Lyric, Colorado, Fort Worth, Grant Park, Kansas City, Kennedy Center, Milwaukee, North Carolina, Oregon, Pacific, Phoenix, SF Opera*

**Group 3:** *Atlanta, Baltimore, Dallas, Detroit, Houston, Indianapolis, Minnesota, Nashville, Pittsburgh, San Diego, St Louis, Utah*

**Group 4:** *Chicago, Cincinnati, Cleveland, Los Angeles, MET, National, New York, Philadelphia, San Francisco*

**1:30PM – 1:45PM – BREAK** (RETURN TO AFTERNOON SESSIONS)

**1:45PM – 3:15PM – Recognizing and Managing Implicit Bias in Orchestra Settings** (♩) – Jessica Schmidt (Orchestrator Inclusion)

**3:15PM – 3:30PM – BREAK**

**3:30PM – # Town Hall II** [*Delegates, Alternate Delegates & Governing Board only*]

**# SSD & Local Officers Discussion [Board Room]**

**5:30 PM – Free Evening** [Optional Activities:

*Milwaukee Brewers v San Diego Padres @ 7:10PM; Grohmann Museum Tour @ 7:15PM; River Cruise @ 6:00PM]*

**SATURDAY – AUGUST 26**

**10:00AM – 11:30AM – Announcements**

Roll Call

**SSD Presentation**

**When Employers Behave Badly: Using NLRB Processes to Protect Musicians' Rights (🎵) – Rochelle Skolnick [via ZOOM]**

**11:30AM – 11:45AM – BREAK**

**11:45AM – 1:30PM**

**Bylaws & Resolutions**

**Conference Sites Selection –**

2024 – TBD

2025 – TBD

**Good & Welfare**

**ADJOURN**

**MEETING ROOMS:**

**GENERAL MEETING ROOM: LAKESHORE (1<sup>ST</sup> FL)**

**OFFICE: GILPATRICK A**

**BOARD RM: GILPATRICK B & C**

**HOSPITALITY: #1711**

**BREAKOUT ROOMS: CRYSTAL, PERE MARQUETTE, MILWAUKEE A, MILWAUKEE B (ALL ON 2<sup>ND</sup> FL)**

**NEW DELEGATE BREAKFAST: CRYSTAL**