

AGMA and Santa Fe Opera Side letter Agreement

This letter will serve as a side letter to the 2020-2023 Santa Fe Opera/AGMA Collective Bargaining Agreement regarding Diversity, Equity, and Inclusion.

AGMA and Santa Fe Opera share a commitment to fostering an inclusive and welcoming work environment in which all are provided fair and equitable treatment and access to opportunities, and diverse perspectives are respected and celebrated. The parties also share a commitment to increasing diversity and representation in the Management and industry through training and hiring of Artists and employees from groups underrepresented in the field.

AGMA, through both staff and members, shall make recommendations on anti-racist initiatives and actions to be taken and will consider ways that Santa Fe Opera can use its power and influence in the opera industry to promote racial justice and to eliminate discrimination within the opera industry.

1. TRAINING

- a. Management will conduct a Santa Fe Opera-tailored annual training which will include anti-racism and racial justice components.
- b. Management will ensure that this annual training is of sufficient length, as well as interactive, to adequately address these issues.
- c. Training sessions required by the company will be credited appropriately toward daily and weekly rehearsal maximums.
- d. Management will accept feedback from AGMA, and meet when necessary to discuss topics for maximizing inclusion, the format of the training and ideas for improvement. Changes to training shall be at the sole discretion of Management.
- e. AGMA bargaining unit members will be afforded the opportunity to give feedback on the training each year and to offer suggestions for improving the training in future years. Changes to training shall be at the sole discretion of Management.
- f. Management will ensure that all individuals working consistently at Management or working with Santa Fe Opera Artists, receive sufficient training. Management's anti-discrimination policy will be included in the contracting materials Management provides to all employees and contractors.

2. AUDITIONS AND JOB POSTINGS

- a. When Management is seeking candidates for any AGMA-represented group, Management will post audition and job notices through a broad range of outlets, including outlets that are more likely to be seen by groups that are underrepresented in the field. These outlets may include, but are not limited to:
 - AGMA website
 - Historically Black Colleges and Universities
 - Backstage
 - Opera America
 - Classical Singer
 - Yaptracker
 - Bilingual Publications
 - On the Santa Fe Opera website in an easily accessible manner and in multiple languages, including but not limited to Spanish
 - <https://www.dancejobs.com/https://www.danceusa.org/jobsandauditions>
 - <https://singersauditions.com/auditions-and-more-news-page/>
 - <https://creative-capital.org/>
 - <http://www.naatco.org/>
 - <https://allcasting.com/>
 - <http://www.blacktheatrenetwork.org/>
 - Conservatories and Universities
 - The University of New Mexico
 - Santa Fe Native American Institutions and Communities
 - Asian Opera Alliance
- b. AGMA agrees to provide available information to Management to aid in publicizing auditions through a broad range of outlets. Management will meet at AGMA's request to hear suggestions on steps it can take to increase notification to groups traditionally underrepresented at Santa Fe Opera and within the opera industry.
- c. Upon request by AGMA, Management will provide AGMA with an annual report describing the work undertaken to expand audition searches and job postings, inclusive of any advancements in recruitment practices.

3. NO BIAS IN CASTING

Management recognizes the importance of having a casting process free from bias, whether explicit or implicit. To that end, except where there is a significant cost factor or role-based artistic decision, casting will not be based on body type or costume availability/fit.

4. PRONOUNS

Management shall, upon an employee's request, change all current and going-forward employee

records (except for records or third-party forms which, in the Management's discretion, cannot or should not be altered; e.g., EEO reports, or where legal names are required, e.g. payroll records) so that all such records use the names (and/or pronouns when pronouns are used) with which the ARTISTS identify.

5. FACILITIES

Management recognizes the importance of availability of gender-neutral lavatories/dressing facilities for ARTISTS as necessary, and will be responsive to the needs of ARTISTS in this regard, including:

- a. Finding solutions in facilities within Management control
- b. Advocating for this in facilities outside of Management control

6. COMMUNICATION AND UNION REPRESENTATION

Management will communicate at its season orientation to all bargaining unit members its process for reporting complaints of discrimination, which includes maintaining the confidentiality of such complaints, consistent with conducting a thorough investigation. MANAGEMENT will inform any ARTIST who is making a discrimination complaint or is the subject of a discrimination complaint that they have the right to union representation, before conducting an investigatory meeting with that individual and give the ARTIST adequate time to secure such representation should they want it.

7. ATTENTION/SENSITIVITY TO SKIN AND HAIR COLOR AND TYPE

- a. MANAGEMENT will provide all costumes, wigs, hair coloring, shoes, body make-up and any special makeup with awareness/sensitivity regarding skin and hair color and type; make-up shades are not universal and additional colors may need to be provided to compliment different skin tones.
- b. Undergarments will be in appropriate color for ARTIST's skin tone, which may require dying or finding suitable alternative items consistent with needs of ARTIST.
- c. Management will ensure that all makeup artists, hairdressers, and costume staff are experienced in working with ARTISTS with various skin tones and hair textures.

For Santa Fe Opera

For AGMA

Date

Date