

# MOSAIC HARMONY

Vision 2025 - Relationships Component

Relationship with GenOUT Youth Chorus  
Presented to Mosaic Harmony Members  
September 14, 2021



# AGENDA

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Vision 2025 – Relationships component

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Strategic Advisory Group process in selecting GenOUT

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Our process in starting the relationship with GenOUT

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Activities planned for the 2021-2022 season



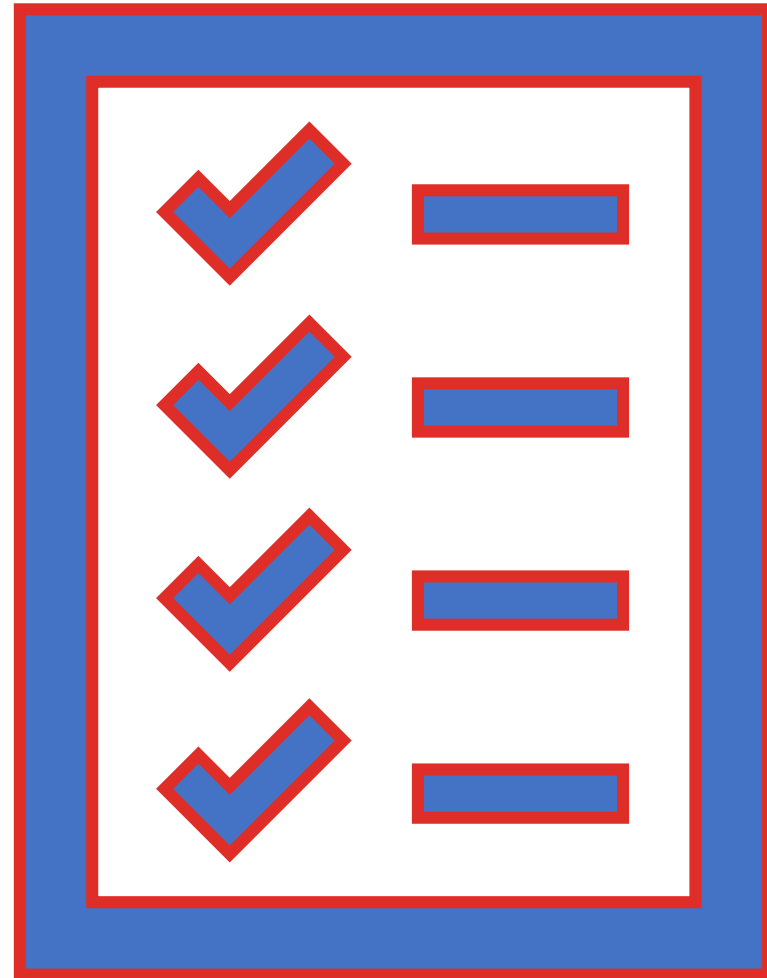
# VISION 2025 – RELATIONSHIPS COMPONENT

We will foster and maintain relationships with other musical organizations that are different from us in various ways, so that we are putting our message of diversity and inclusion into action. We will promote ways to understand and value our differences, find our common ground, and build community despite our differences. We will share what we learn from these experiences in our concerts.

# KEY WORDS AND CONCEPTS



We will put  
our message  
of diversity  
and inclusion  
into action





With other  
musical  
organizations  
that are  
different from  
us in various  
ways



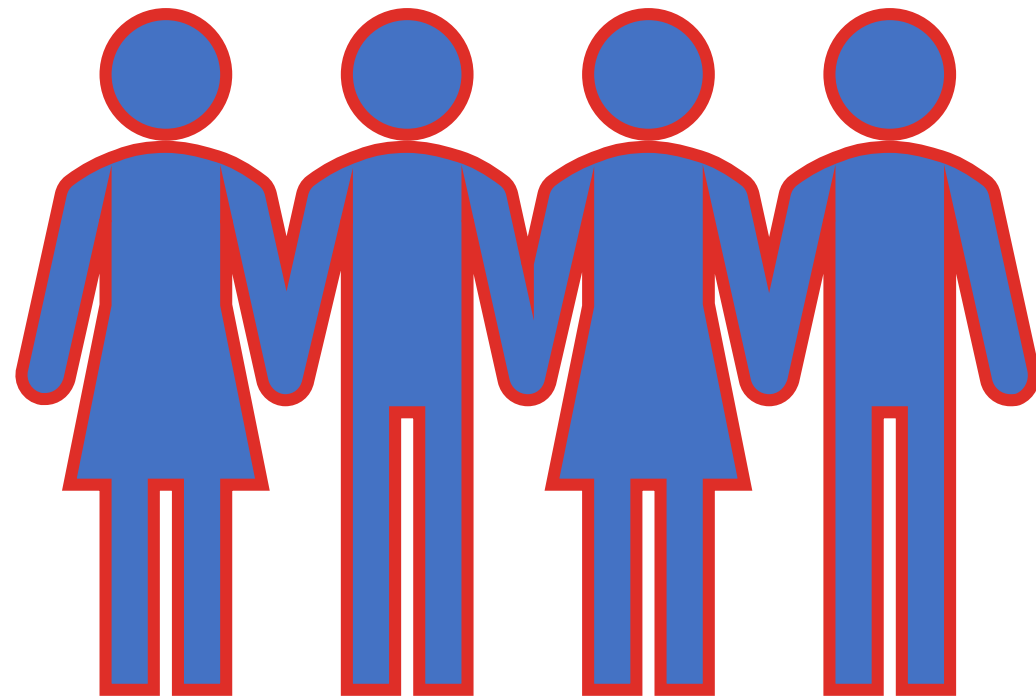
We will foster  
and maintain  
relationships  
with them



We will  
promote ways  
with them to  
understand  
and value our  
differences



We will  
promote ways  
with them to  
find our  
common  
ground



We will  
promote ways  
with them to  
build  
community



We will share  
what we learn  
from these  
experiences in  
our concerts





ACTIONS TO ACHIEVE  
THE VISION

**01**

**Identify other musical organizations that are different from us in various ways**

**02**

**Foster and maintain relationships with them**

**03**

**Promote ways with them to**

- Understand and value our differences
- Find our common ground
- Build community

**04**

**Share what we learn from these experiences in our concerts**

# **ACTION 01**

**Identify other musical organizations that are different from us in various ways**



# APPROACH TO IDENTIFYING MUSICAL ORGANIZATIONS

- Used IRS database of Forms 990 - <https://apps.irs.gov/app/eos/>
- Searched for organizations with any of the following words in their name
  - Choir
  - Chorus
  - Chorale
  - Ensemble
  - Music
  - Singers
- Narrowed the search geographically
  - Virginia
  - Maryland
  - DC
- If an organization's name sounded like a good match for Vision 2025, searched for additional information regarding the organization

# SEARCH RESULTS

Identified 49 organizations

Diversity groups represented  
in the organizations

- Race / ethnic / nationality / culture
- LGBTQ+
- Disabilities
- Generational
- Interfaith

# HOW SAG DECIDED ON WHICH ORGANIZATIONS TO APPROACH

# QUESTIONS WE CONSIDERED

Questions	Conclusions
How many organizations can we maintain a relationship with?	<ul style="list-style-type: none"><li>• 2</li><li>• Approach one, see how it goes, and then approach the second one</li></ul>
What criteria should we establish to guide us in selecting organizations?	<ul style="list-style-type: none"><li>• Generational (specifically youth), because a focus on youth is part of Vision 2025</li><li>• Black, because of the Black Lives Matter movement and because fostering race relations was a principle upon which Mosaic Harmony was founded</li></ul>
What specific organizations from the list should we approach?	<ul style="list-style-type: none"><li>• GenOUT Youth Chorus (first one to approach)</li><li>• Additional group to be determined</li></ul>

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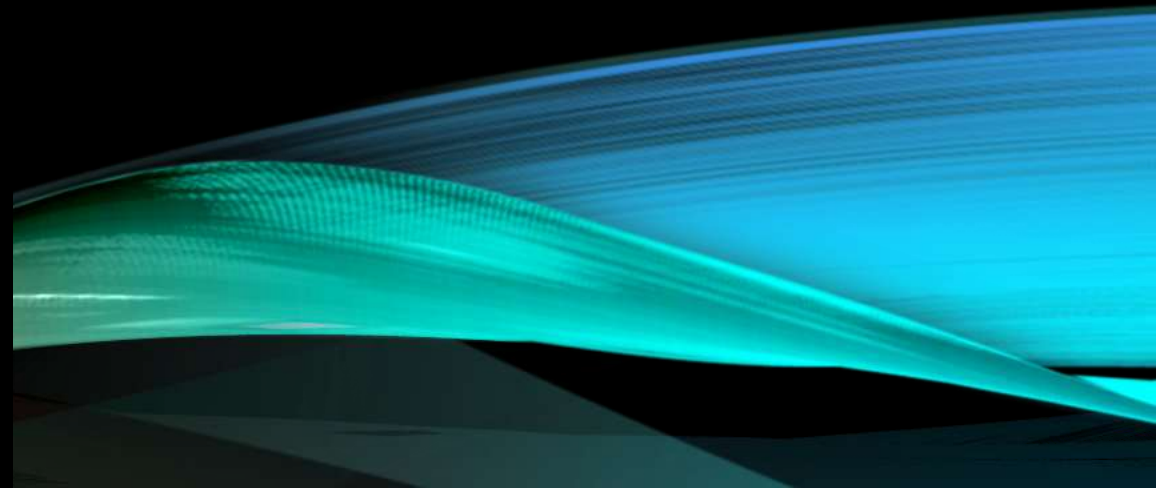
# GenOUT YOUTH CHORUS

- An outreach ensemble of the Gay Men's Chorus of Washington, DC
- The DC area's only vocal ensemble for LGBTQ+ and allied youth
  - Ages 13 to 18
  - Non-auditioned
  - Approximately 35 members
  - They sing a wide variety of music, from folk songs to pop and musical theater to songs in the classical tradition
- Mission
  - To give young LGBTQ+ and allied youth a voice
  - To connect that voice to community



# GenOUT PERFORMANCE

You Will Be Found



# MORE ON WHY WE CHOSE GenOUT

## Consistency with Vision 2025 youth component

- “We will present concerts and share our message of diversity and inclusion with students and other young people as one of our focus areas, because we know that young people will shape the future.”

Provides LGBTQ+ diversity as well as generational diversity



OUR PROCESS IN STARTING THE  
RELATIONSHIP

Mosaic Harmony Board approved the selection of GenOUT, and approved an introductory email to GenOUT's director developed by SAG

May – Sent introductory email and received enthusiastic response!



# KEY CONTENT IN INTRODUCTORY EMAIL

- “We are drawn to GenOUT’s mission to give young LGBTQ+ and allied youth a voice and to connect that voice to community. We could help extend the voice of your members by becoming a part of your community. This fits perfectly with our Vision 2025, which calls upon us to engage with young people because, as the Vision says, ‘we know that young people will shape the future.’”
- “We are also drawn to GenOUT because Vision 2025 calls upon us to be a model of diversity and inclusion by engaging with other musical organizations that are different from us in significant ways. While we do have some LGBTQ+ members, most of our members are straight, cisgender individuals. In addition, our members are older than GenOUT members. There is much we could share with and learn from each other.”

# OUR PROCESS IN STARTING THE RELATIONSHIP (cont'd)

- Several Zoom meetings that have included the following individuals:
  - From Mosaic Harmony
    - Eddie Adkins
    - Nikki Harrell
    - Laura Romstedt
  - From GenOUT
    - Paul Heins (Gay Men's Chorus associate conductor and GenOUT director)
    - Thea Kano (Gay Men's Chorus artistic director)
    - Justin Fyala (Gay Men's Chorus executive director)
- Discussions by David North and Darren McFate with Paul Heins regarding musical aspects of the relationship

# ACTIVITIES PLANNED FOR THE 2021-2022 SEASON

*Please note that dates are tentative; final dates will be determined by working closely with Sabine Creamer who will work with SAG and coordinate musician availability and communications with the Board and Mosaic Harmony members*

## • **Joint concerts**

- Mosaic Harmony as guest choir at GenOUT's Spring concerts on Saturday, April 23, and Sunday, April 24
- GenOUT as guest choir at Mosaic Harmony's Spring concert on Sunday, June 12
- At each concert, the choirs will perform two songs together

## • **Joint rehearsals**

- Including Saturday morning, October 30, at Mount Vernon Place United Methodist Church in DC
- Additional rehearsals to be announced
- Note that GenOUT is following the same Covid-19 policies as Mosaic Harmony



- **Joining together to support certain causes**

- Walk to End HIV (in DC on October 30 following our rehearsal)
- Just our two choirs together; not part of a larger group
- Held for the past 35 years to support DC's Whitman-Walker Clinic which provides care to those living with or affected by HIV/AIDS
- Financial contributions welcomed but not required; walking together is sufficient to show support for the cause

- **Diversity and inclusion discussions**

- Thursday evening, November 18, via Zoom
  - A gathering of our two choirs to discuss our differences and our common ground
- Potential joint retreat in January
  - Would also provide an opportunity to rehearse together

- **Other activities that have been discussed, but may be deferred for implementation in a later season**

- Mentoring program between members of Mosaic Harmony and GenOUT
- Joint participation in a Do Tell Mama type of event



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THANK YOU!