



resources for
ADVANCING EQUITY
in Canadian Performing Arts



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Read & Reflect

“The practicality of the gesture of **compulsory pronoun reporting** has run its course.”

From [The Performance of Transgender Inclusion](#) (Public Seminar ~ Nov 2018)

“Structural racism plays out in our systems is in **accepting the status quo**, continuing business as usual, and not questioning why things are the way they are.”

From [The Effects of Structural Racism Are Not Normal](#) (FAKEQUITY ~ Nov 2017)

“As DiAngelo has said, neither *White Fragility* (her book) nor her workshops intend to convert the gleefully racist; she speaks to the well-intended whose **banal blusters** make racial stress routine.”

From [What's Missing From “White Fragility”](#) (Slate ~ Sep 2019)

”If we’re going to affect change, we’ve got to build trust, we’ve got to erect relationships, and we’ve got to **effect the dynamics** which created the problem that we hope to address and to solve.”

From [Designing for Equity](#) (YouTube ~ Jul 2016)



Noname ✓

@noname

Prison is prison



Lady Gaga ✓ @ladygaga · 17h

Fame is prison

10:43 AM · 25 Oct 19 · [Twitter for iPhone](#)



Liked by [love.stlm](#) and **others**

[fjaugen](#) Repost [@bipolarexpress420](#) & [@filipparebecca](#)

“A typical move of neoliberalism... is to bestow narrow (but highly publicized) forms of agency on individuals it has locked into coercive (but largely hidden) structures.”

From [The dangerous illusion of the humane prison](#) *Can we celebrate a win for trans prisoners, and still work toward total abolition?*
by Daniel Sarah Karasik (Briarpatch ~ Jun 2018)

Reflection: What does prison abolition have to do with seeking equity in the arts?

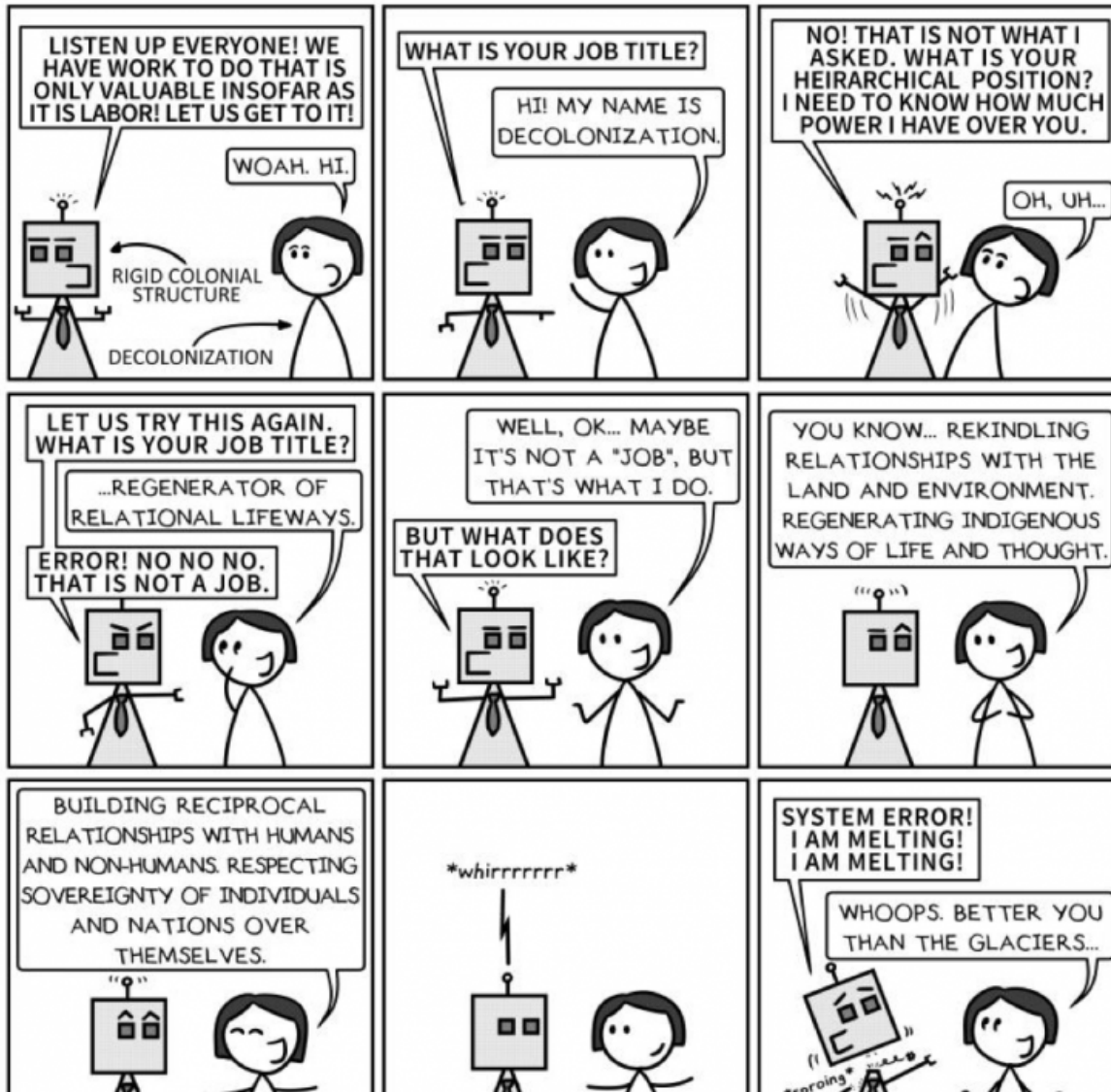
Considering Predominance:

An alteration of “Diversity Profile”: [College Committee for Diversity, Equity and Affirmative Action External link](#) to relate to the theatre ecology.

In my environment	Gender	Race	Ethnicity	Sexuality	Ability	Religion
I am						
My closest collaborator is						
My staff is						
My theatre training teachers were mostly						
My board of directors are predominantly						
Our audience is						
The artists we regularly program are						
The most prominent identity						

reflected in our marketing is

DECOLONIZATION



Reflection: How does your organization accommodate artists' worldviews and ways of working? Is this true of art, admin, tech, marketing, etc?

Reflection: Who do you follow on social media?

“It is what you read when you don’t have to that determines what you will be when you can’t help it.” Oscar Wilde



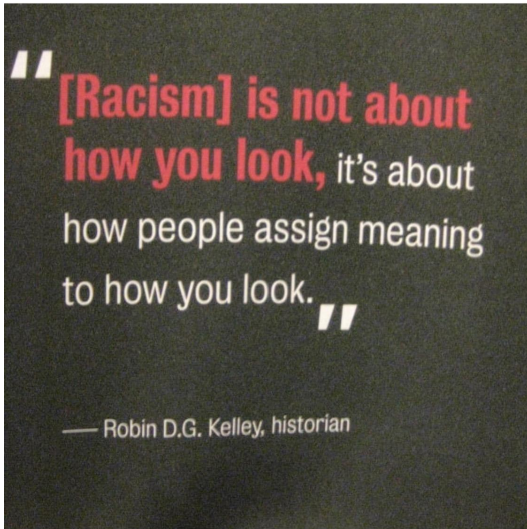
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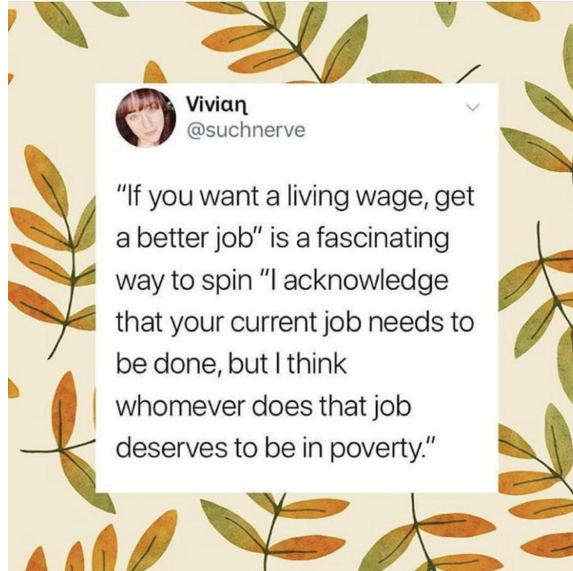


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marvin750 #thisisamerikkka #onlyinamerikkka #yallknowwhoyallare #yallknowwhoyallare #yallknowwhoyallare #yallknowwhoyallare #thisisamerikkka #thisisamerikkka #thisisamerikkka #thisisamerikkka



Liked by **aliciadiannagarcia** and others

ahsikor @suchnerve @aliciadiannagarcia #canceltheapocalypse #checkyourself #amerikkka #abolishnationalism #nobordersonstolenland



Liked by **veggiesonfire** and others

veganhiphopmovement #Repost @foodempowermentproject · · · "The Spaniards considered that without the 'right foods,' they would die or, even worse, in their minds, they would become like Indigenous people."

Learn more about colonization's impact on our diets and more at our website: <https://buff.ly/2UEnXIS> *link to our website in bio*

ACKNOWLEDGEMENTS

We encourage you to share this material, and to support the creators of the work in meaningful and material ways, if you are inspired by their thinking.

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