Do Something

resources for

ADVANCING EQUITY

in Canadian Performance Arts

Artwork by Kara Springer

Greetings, colleagues!

We are looking forward to working with you.
We amalgamated these readings and brief activities for you to consider before our time together.
Marsee for joining us!

~Cole Alvis & Donna-Michelle St. Bernard
ADHOC Assembly

Activity 1 - read and reflect

"**Tokenism is, simply, covert racism**. Racism requires those in power to maintain their privilege by exercising social, economic and/or political muscle against people of color (POC). Tokenism achieves the same while giving those in power the appearance of being non-racist and even champions of diversity because they recruit and use POC as racialized props."
From *8 Ways People Of Color Are Tokenized In Nonprofits* by Helen Kim Ho (Medium ~ The Nonprofit Revolution)

"I think we need to **start imagining a constellation of relationships** that must be entered into beyond territorial acknowledgments. Great, that's awesome you know you're on (for example) Treaty 6 territory. That's great you acknowledge that perhaps the Indigenous view of that treaty, that the land was not surrendered, is correct. Perhaps you understand the tension of your presence as illegitimate, but don't know how to deal with it beyond naming it. Maybe now it is time to start learning about your obligations as a guest in this territory. What are the Indigenous protocols involved in being a guest, what are your responsibilities? What responsibilities do your hosts have towards you, and are you making space for those responsibilities to be exercised? To what extent are your events benefiting your hosts? " From *Beyond Territorial Acknowledgments* by âpihtawikosisân

"When you give, is it your purpose and intention to make yourself feel good, or to make the recipient feel good? Because if it's to make the recipient feel good, buy them the same thing you would buy yourself or your children."
From *Impact vs Intent: When Making a Difference Doesn't* by Miriam Barnett (TEDx Tacoma, May 2016)

"There are two narratives that we attach to disability in popular culture: the cautionary tale (Don't drink and drive or you'll end up in a wheelchair and your life will be over!) and inspiration porn (She's disabled, but she still has a job and raises children. What a hero!). But **the truth is somewhere in between** these two extremes of tragic or prosaic. And most tellingly, both of these narratives are directed at an "abled" audience."
From *Facing the Fuck-Ups* by Debbie Patterson (Spiderwebshow, January 2017)

"To me, decolonizing nonprofits means transforming them from sites of isolation and trauma for POC employees into spaces where we can find healing and liberation. Decolonizing nonprofits means decentering whiteness and **honoring difference** within our organizations. It means discovering how our ancestors took care of their communities before nonprofits existed and learning from their practices."
From *3 Ways to Decolonize Your Non-Profit* by Neesha Powell (Everyday Feminism, May 2018)

Additional Research: Bystanderism, Deflection, Emotional Labour

Activity 2

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 supervisor is						
My theatre training teachers were mostly						
My board of directors are predominantly						
Our audience is						
The artists we regularly engage are						
My next project features a playwright / creator who is						

Activity 3

[Click here](#) to view this thread and consider the other 14 question.

Write down your reflections and consider what you would be willing to share with your peers during our working session.

Ally Henny
@thearmchaircom

Following ⌄

White Fragility* Self-Test

Ask yourself the following (16 questions total):

1. Do I feel defensive when a person of color says "white people?"

2. Do I feel angry when people tell me that I benefit from white privilege?

9:02 PM - 4 Oct 2018

6,457 Retweets **11,430** Likes

Activity 4

[Click here](#) to view the video to dispel White Fragility so we can get to work.

Write down your reflections and consider what you would be willing to share with your peers during our working session.

Why "I'm not racist" is only half the story | Robin DiAngelo - YouTube

YouTube · Big Think

Activity 5

a dozen things to think about before coming to the table

personal preparation for engaging in EDI work

Do you feel that change is

Necessary

Inevitable

Practical

Urgent

?

Is your primary objective to affect a shift in

Staging

Leadership

Audiences

...?

What would success look like to you, personally?

Name it.

Picture it.

Quantify it.

Who is driving the change you seek?

Audiences

Organizational leadership

Funders

'Society'

Can you identify one or more groups of people that you habitually prioritize

?

Can you identify
one or more groups
of people
that you
do not
regularly
engage

?

Are there cultural vocabularies
that give you discomfort,
uncertainty, pause

?

e.g.
Gender pronouns
Indigeneity
Physical 'ability'

Are there vocabularies to which
you have an emotional barrier/
adverse reaction

?

e.g.

White Supremacy
Queer
Social Justice

How would you react
to a professional colleague
using a casual slur
in your presence

?

What cultures
do you identify with

?

What are the
consequences
to you
if your efforts
are not successful

?

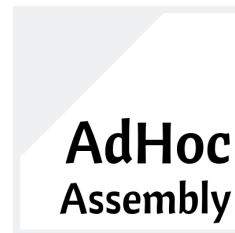What kind of challenges would make you consider walking away from the table

?

e.g.

Too much time
Too much money
Too much discomfort

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.

AdHoc
Assembly

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