

Self Centring

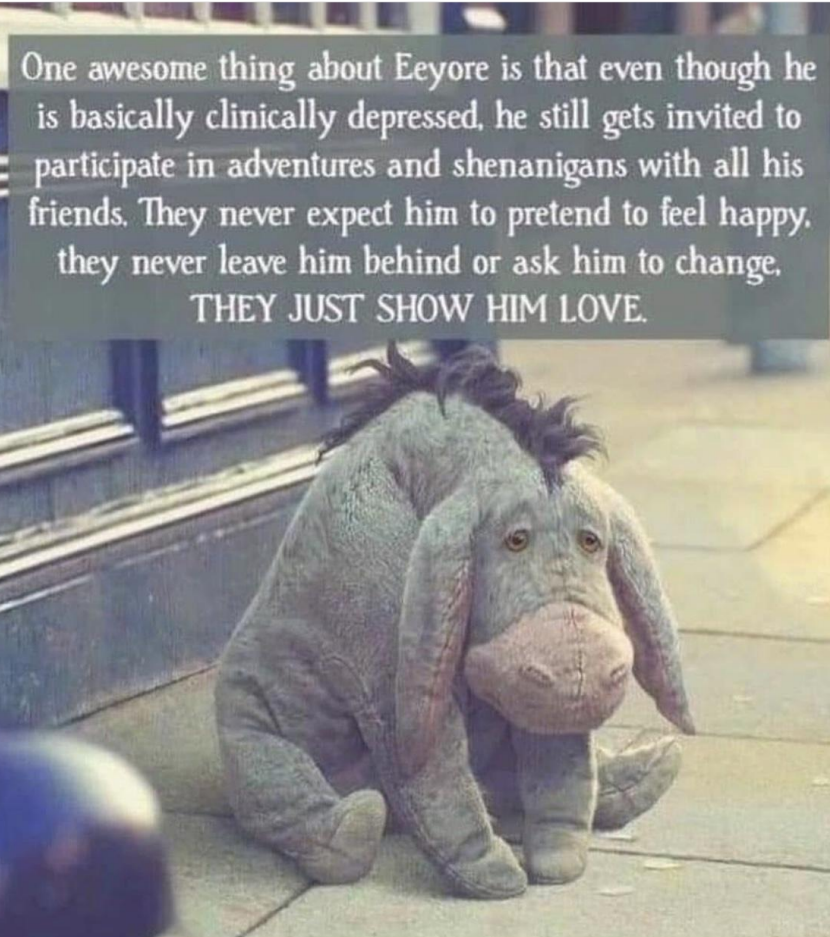
resources for

ADVANCING EQUITY

in Canadian Performing Arts



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Readings to reflect on:

“What would change if **I put myself at the centre** of a conversation that is about me? Why would I cast my eyes up to where I might climb, or ahead to where I might catch up, knowing I am neither behind nor beneath?”

From [Defining the Centre](#) at AHA's Principles Office

“The reality is that mixed in with all the horrors of this world are deep, powerful, pockets of hope. Of opportunity. Of passion and compassion overthrowing injustice. As we build the lives we crave, our practice is to see both the shadow and the light. To say yes, injustice, poverty and discrimination exist, but each day **people find a way to live a passion-filled life** in the midst of it all.”

From [5 Ways to Recover from Oppression Fatigue](#) by Marsha Philitas

“Respectability politics, the belief that you can be exempt from mistreatment and stereotyping if you appear non-threatening, is dangerous because it disguises how practitioners become **complicit** in their own marginalization.”

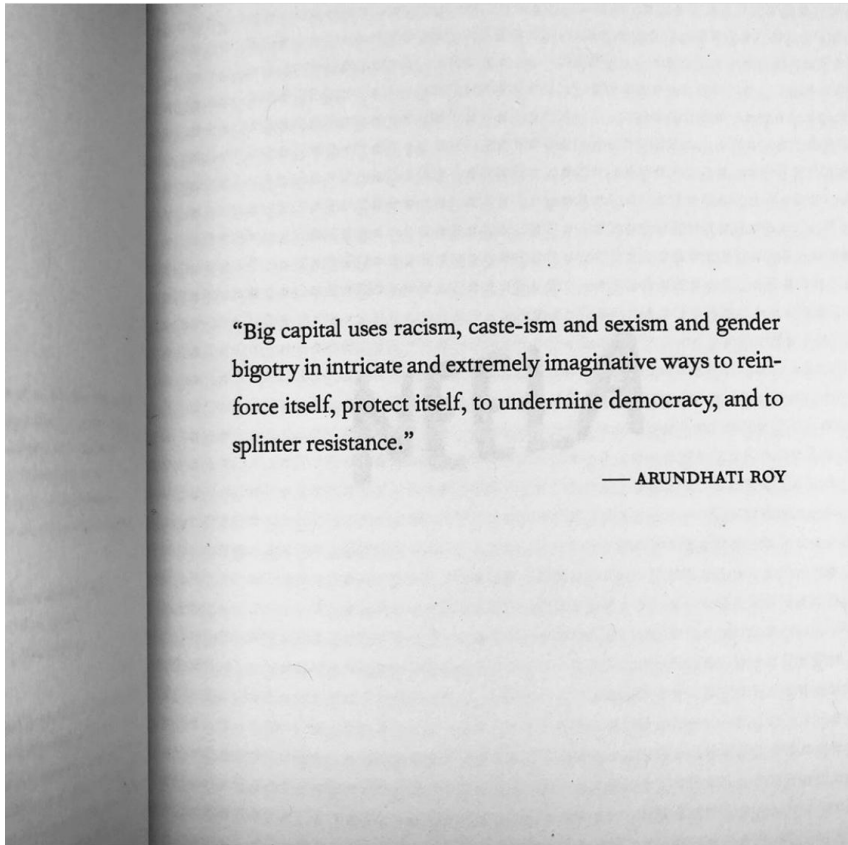
From [The Importance of Taking Up Space](#) by Desirée de Jesus

“Realwheels, in partnership with Kickstart Disability Arts and Culture worked to address the limited number of theatre venues that are truly and **fully accessible for artists**, backstage workers, and patrons with disabilities.”

From [Increasing Accessibility of Vancouver Theatre Venues](#) by Real Wheels



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vivekshraya Submitted my final final FINAL edits / notes for The Subtweet today (9 pages 😊). Feeling proud 🧐



Novel is out in 6 months! Link to pre-order in bio.

#thesubtweetbook

Reflection:

Vivek Shraya found her identity through exploring her mother's

[National Speakers Bureau](#) (YouTube ~ Mar 2018)



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POC: Is there white nonsense in your mentions? DM or tag us at @whitenonsenseroundup and we will come round up our own. You probably have enough on your plate -- we'll deal with the nonsense so you don't have to. Repost and spread the word! #nowhitenonsense #antiracism

Further Reflection:

“Unfounded fear of Black people has been one of the most damaging ways in which our white-dominated society has dehumanized and criminalized the very act of being born with an abundant amount of melanin.

In the workplace, **claiming fear** provides a way out of dialogue, and license to gossip about the Black woman’s “communication style” or “tone” without needing to face or talk to us.”

From Itzbeth Menjívar in [Sojourners](#)

AHA Calling Card #1:

You are receiving this card because you have used a BIPOC artist's image in a manner suggestive of diverse representation within your organization. The person who sent you this card hopes that you intend to make the internal changes that would justify the visual implication. You should know that the use of this image may put the artist pictured in the unfair position of feeling compelled to speak to your diversity from loyalty, gratitude or good manners. Please honestly consider how you arrived at the choice to to use this image in this way.

Calling you in.

You may want to consider:

- an apology
- regularly engaging with marginalized folk
- examining how your organization implicitly facilitates exclusion
- talking with a trusted colleague about the distance between your intention and impact
- exploring ways to destabilize power in your process so that dissent is not unwelcome

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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