



resources for
ADVANCING EQUITY
in Canadian Performance Arts



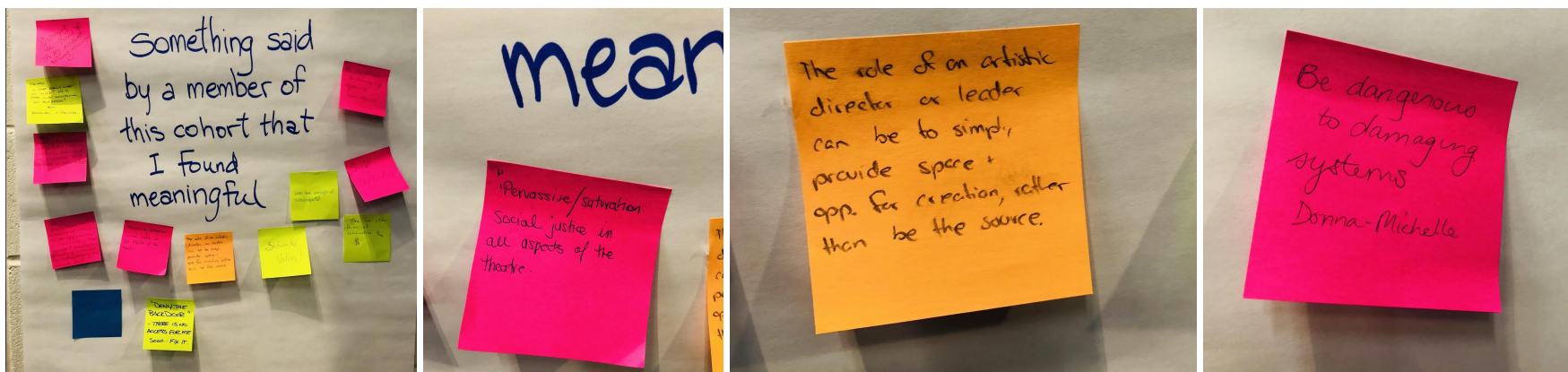
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ALL IN Reflections ~ Fall 2018

Selections from Theatre Alberta Executive Director Keri Mitchell's notes

- The silence after the facilitators asked about responses to the artwork that says, "White People. Do Something." Followed by the statements: "We built this space for silence and **reflection**, to confront and investigate whiteness."
- There was an attempt to differentiate between **white supremacist** and **white nationalist**, a nuance worth continuing to parse out.
- The commitment to **accepting discomfort** and seeking knowledge about aspects of this work that are currently unknown to you.
- What **role** do Predominantly White Institutions play within social justice in the arts? How do PWI's get out of the way?
- The budget is a snapshot of the **values** of your organization, project, community.
- The burden is hard to carry for those who are constantly having to teach about their experiences
→ how do we **unlearn** white supremacy culture?

Thoughts from your Alberta colleagues during Fall 2018 ALL IN PWI Equity Seeking Space:



Reading Set 1 ~ Seeking A Shared Analysis

“Many people are willing to assist in any way possible. Truth be told, some can be a little too eager. This positive energy is great, but it must be channeled correctly for the **benefit of both parties.**”

From [Respecting The Bodily Integrity Of Disabled People](#) by April Parker (The Mighty ~ Oct. 21, 2018)

“There are many nonprofits that are POC led but still considered mainstream, just having a diverse staff and leadership doesn’t change the way the organization operates **or culture and beliefs.** All of this is nuanced and use your best judgment in figuring out where your own work and organizations fits.”

From [Hey Mainstream Organizations, This Post Is For You ~ Do’s And Don’ts](#) by Erin Okuno (FAKEQUITY ~ Jan. 26, 2018)

“All of today’s settlers and immigrants are in one way or another beneficiaries of genocide and land theft, even if they are simultaneously themselves victims of other forms of discrimination. I realize this may be difficult for people of color to hear. But this is what it means to **center settler colonialism** as a framework for understanding the foundation of the US beyond an analysis of race, since the origins of the US are rooted in foreign invasion, not racism.”

From [Unpacking The Invisible Knapsack Of Settler Privilege](#) by Dina Gilio-Whitaker (Beacon Broadside ~ Nov. 8, 2018)



Pow.Wow.Wow - Cris Derksen

Up next

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Reading Set 2 ~ Aesthetic Notions Of Excellence

“A framework to **enhance understanding and evaluation of creative work** at the intersection of arts and civic engagement, community development, and justice.”

From [Aesthetic Perspectives: Attributes of Excellence in Arts for Change](#) (Animating Democracy)

“This is a list of characteristics of **white supremacy culture** that show up in our organizations. Culture is powerful precisely because it is so present and at the same time so very difficult to name or identify.”

From [White Supremacy Culture](#) by Tema Okun (Dismantling Racism)

This work *should* make you **uncomfortable**, enough for you to **question** if you can actually commit to it. The test comes when you **push through it** and keep fighting. That should not be the last time you're uncomfortable. It's par for the course.”

From [Allies, have you been called out and worked through harm you've caused?](#) By Lecia Michelle (Medium)



#GoWiddit #EveryOpposite

Zaki Ibrahim - 'Go Widdit' (HD)

Up next

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Reading Set 3 ~ Exclusionary Artistic Practices

“We want **diverse voices** in the arts. But we don’t like to talk about **money**.”

From [My Parents Give Me \\$28,000 A Year ~ My parents always told me to follow my dreams. It’s good advice – but could someone without family money afford to take it?](#) by E.J. Roller (VOX ~ Nov. 12, 2018)

“A wealth of research also shows that men who subscribe to **gender roles** that favor male dominance, entitlement, and emotional repression are more likely to suffer from **untreated mental illness**.”

From [Inside The Movement To Reprogram Masculinity](#) by Isabelle Kohn (Broadly ~ Nov 15, 2018)

“As a colleague of mine says, “When you don’t give a **salary range**, you’re saying that you’re only going to hire people who are married to people with professional salaries, young folks still supported by well-off parents, and the independently wealthy. The rest of us can’t spend a half-day writing a cover letter and tailoring a resume to your position, only to find out later that **we can’t live on what you are offering**.”

From [When You Don’t Disclose Salary Range On A Job Posting A Unicorn Loses Its Wings](#) (NONPROFIT AF)

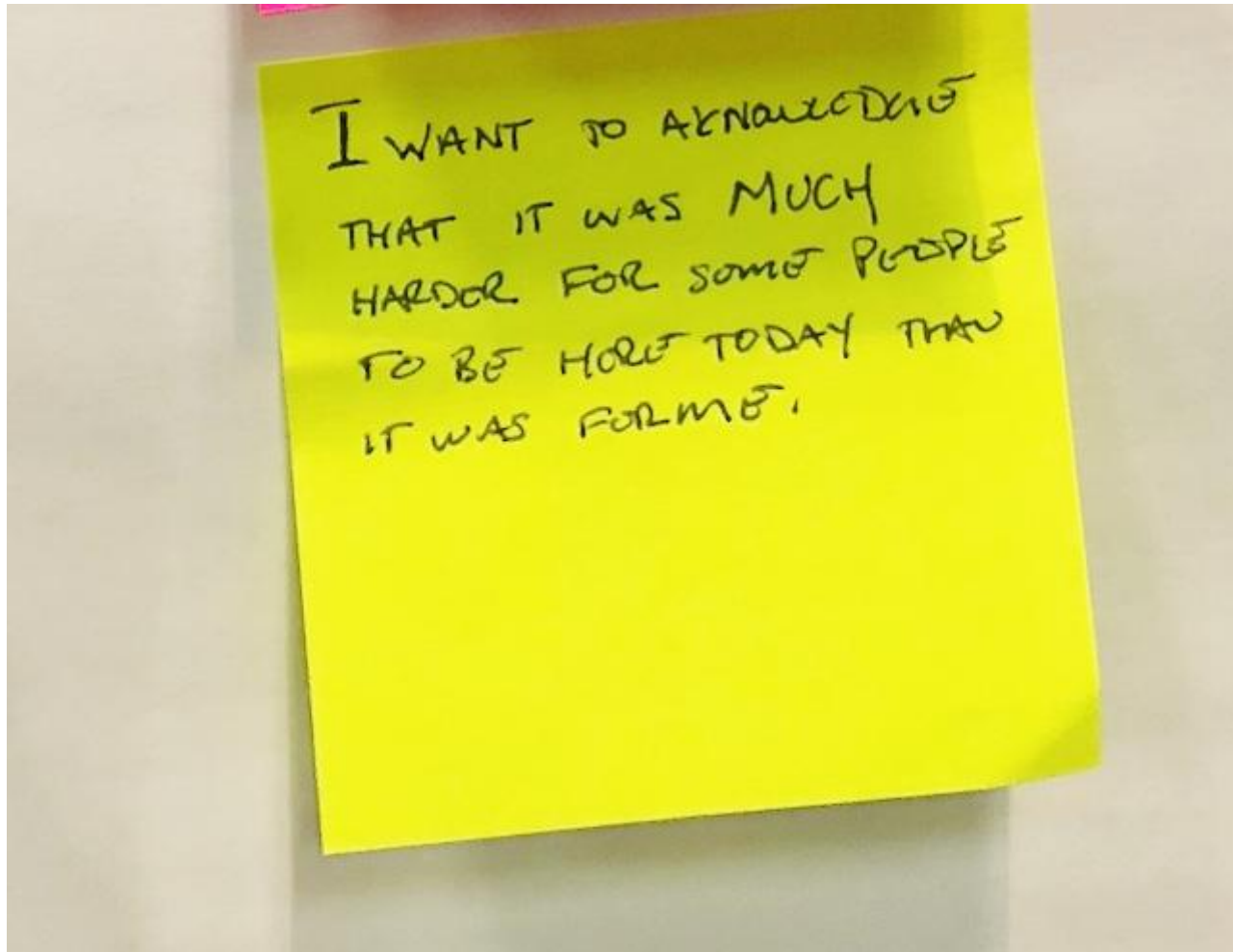


Jeremy Dutcher - Honor Song

Up next

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Final Reflection ~ A Thought From An Albertan Cohort Member

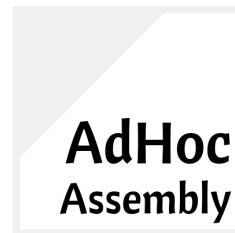


I WANT TO ACKNOWLEDGE
THAT IT WAS MUCH
HARDER FOR SOME PEOPLE
TO BE HERE TODAY THAN
IT WAS FORMER.

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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