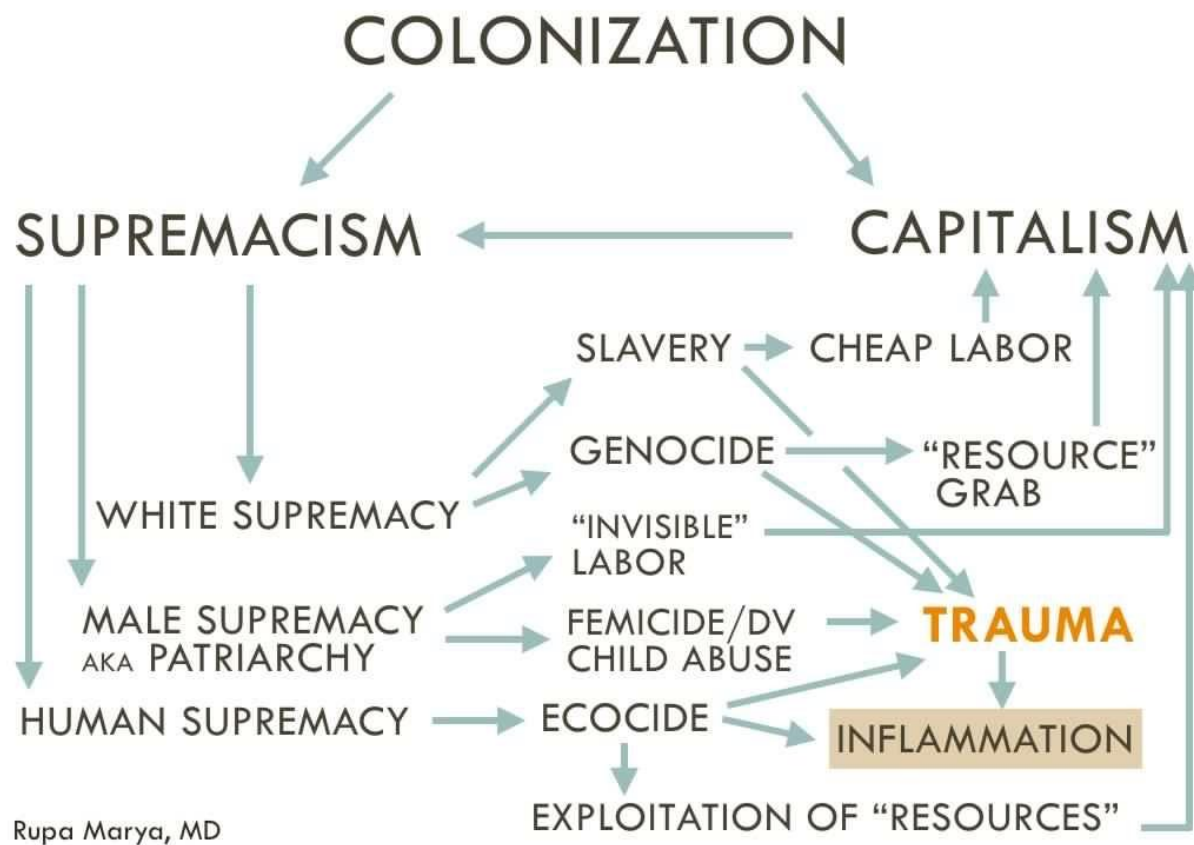




resources for
ADVANCING EQUITY
in Canadian Performing Arts



Image from [Strange Like Me](#) by Gavin Aung Than



Several have asked me to share this slide from my talk at Bioneers. How the macro connects to the micro. Here it is. <3

"To understand the root causes of the pathologies we see today which impact all of us but affect Brown, Black and Poor people more intensely, we have to examine the foundations of this society which began with COLONIZATION."

To me, to be colonized means to be disconnected and disintegrated—from our ancestry, from the earth, from our indigeneity, our earth-connected selves. We all come from earth-connected people, people who once lived in deep connection to the rhythms of nature.

I believe it is not a coincidence that the colonization of this land happened at the same time that Europeans were burning hundreds of thousands of witches, those women who carried the traditional indigenous knowledge of the tribes of Europe.

Colonization was the way the extractive economic system of Capitalism came to this land, supported by systems of supremacy and domination which are a necessary part to keep wealth and power accumulated in the hands of the colonizers and ultimately their financiers.

In what is now known as the US, this system of supremacy is expressed in many ways with many outcomes but we will focus on specific ones for the sake of time. First white supremacy, which created a framework that legitimized slavery and genocide. Slavery created cheap labor which is necessary for a functioning capitalist system. And genocide created unlimited access to resources, in the form of land, animal parts, minerals and raw materials which are also necessary for a functioning capitalist economy. And as capitalism functions, it further entrenches systems of supremacy.

We all know that white supremacy looks like scary people with swastikas in hoods. But it can also look like any place where there's an abundance of white people in exclusive contexts, where power and access is not readily ceded to others.

There's white supremacy and then there's male supremacy, AKA patriarchy, which leads to the invisibilizing of women's labor (you know, like creating the entire human race out of our bodies) or in this context, reproducing the work force and suppressing our wages, which further supports capitalism. Patriarchy also leads to femicide, domestic violence and child abuse, which we see across all groups here.

We also see human supremacy, where people feel superior to the rest of living entities, thereby subjecting living soils, seeds, animals, plants and water to horrific treatment in the name of exploiting resources, which in turn feeds the capitalist need for ever-increasing profits.

While this wheel of domination, exploitation, generation and sequestration of wealth continues, we experience as a byproduct and common pathway TRAUMA and many studies have shown us that chronic stress and trauma create chronic inflammation."

#Bioneers2018 #SocialMedicine #Decolonize #MniWiconiClinicAndFarm #TheJusticeStudy

Posted by [Rupa Marya, MD](#) on facebook, October 2018



Mumbi Tindyebwa

@mumbitindy

Following



We are not minorities. We are a part of a majority, identities, kingdoms, dynasties spread across oceans and sands. We are the past, we are the present, we are the future. Not vanishing. Not disappearing. We are here. Lets change the language. Lets flip the conversation. [#Forward](#)

11:31 AM - 18 Oct 2018

23 Retweets 86 Likes



↻ 23



86



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?”

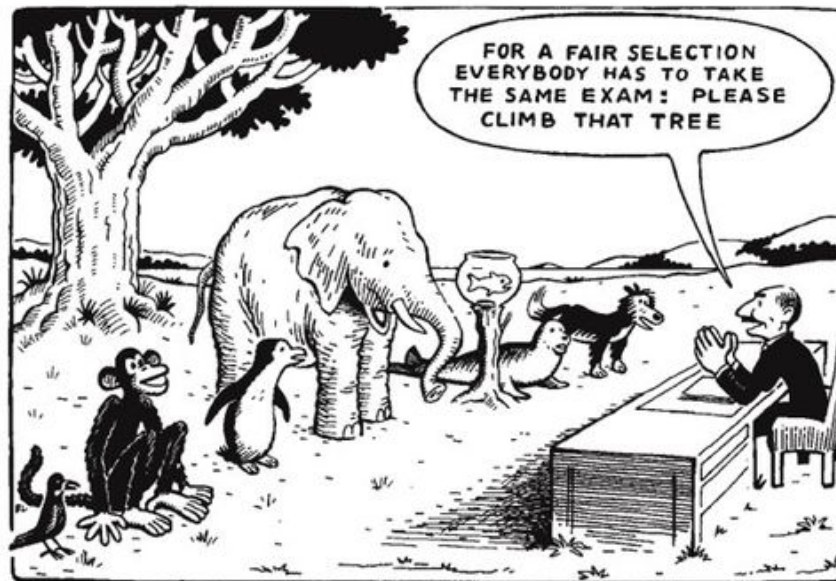
From [Defining the Centre](#) at AHA's Principles Office

“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



**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**

?

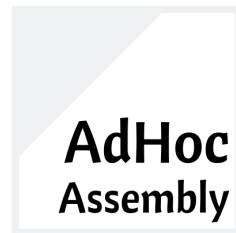
e.g.

**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.

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