

EQUITY & INCLUSION; Arts Leading The Way



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Identity-

Introductions and Discussion

Diversity Initiatives in the Arts-

are they effective?



Underrepresented Identities within Publicly Funded Arts

- Indigenous Peoples
- People of Colour (racialized peoples as identified within the Canada Council's definition of "culturally diverse")
- Immigrant Populations
- LGBTQ2+ persons
- Persons with Disabilities
- D/deaf persons

Themes:

Emerging artists and emerging arts professionals who are PUI lack representation of leaders within high levels of arts organizations who share their world view/lived experience (mentors/role models)

AUI lack access to funding through grants due to systemic barriers and cultural bias

There is a perceived lack of genuine outreach and engagement to PUI/AUI by funding bodies and public arts organizations

Themes:

AUI want to be recognized for the authentic value of their art rather than for the perceived tokenistic value and commoditization of responding to “diversity” initiatives

AUI who are leaders in their communities often are asked to consult or give their time to diversity initiatives which takes away from their time and capacity to create their art

Mutually beneficial, respectful and collaborative relationships & partnerships need to be built between dominant culture arts organizations and AUI ambassadors/organizations

Definitions

DIVERSITY

- differing from one another :unlike (ie. People with diverse interests)
- composed of distinct or unlike elements or qualities (ie. A diverse population)
- Looks at the individual or groups of individuals, often working within a predetermined structure

DECOLONIZATION

- Colonization: is a process by which a central system of power dominates the surrounding land, people and its components, the action of appropriating a place or domain for one's own use.
- Looks at dismantling oppressive systems, both structurally and ideologically

CULTURE

- *the integrated pattern of human knowledge, belief, and behavior that depends upon the capacity for learning and transmitting knowledge to succeeding generations*
- *the customary beliefs, social forms, and material traits of a racial, religious, or social group; also the characteristic features of everyday existence (such as diversions or a way of life) shared by people in a place or time (ie. popular culture, Southern culture)*
- *the set of shared attitudes, values, goals, and practices that characterizes an institution organization (ie. a corporate culture focused on the bottom line)*
- *the set of values, conventions, or social practices associated with a particular field, activity, or societal characteristic (ie. studying the effect of computers on print culture)*

EUROCENTRICITY

- Systems of government
- Systems of education
- What are considered “official” languages
- What kind of behavior is standard or “acceptable”
- What is considered “fine art”
- What is seen as “normal” or “standard”
- Who is considered “racial” and who is exempt

Before we can move towards authentic cultural diversity and inclusion, we must examine the systems that create inequality.

Diversity & Inclusion vs Equity & Justice

DIVERSITY ASKS:

“Who is in the room?”

EQUITY RESPONDS:

“Who is trying to get in the room but can’t? Whose presence in the room is in constant threat of erasure? “

INCLUSION ASKS:

Has everyone’s ideas been heard?

JUSTICE RESPONDS:

Whose ideas won’t be taken as seriously because they aren’t in the majority?

DIVERSITY ASKS:

How many more of (pick any underrepresented identity) group do we have this year than last?

EQUITY RESPONDS:

“What conditions have we created that maintain certain groups as the perpetual majority here?”

INCLUSION ASKS:

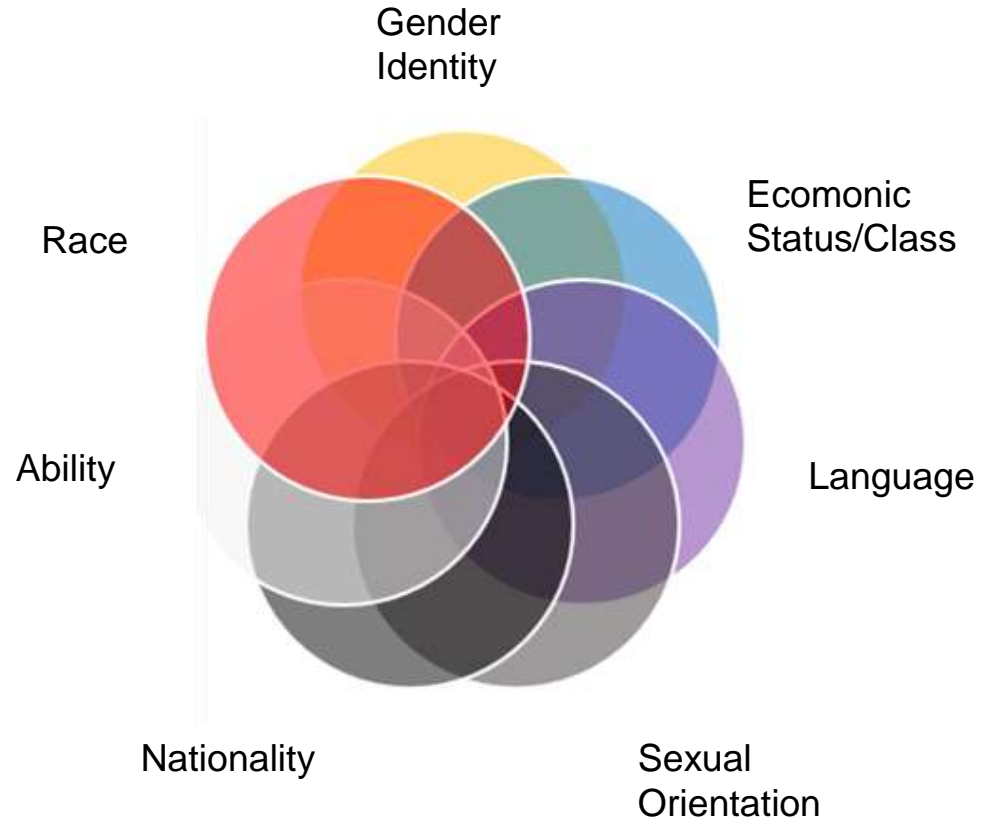
Is the environment safe for everyone to feel like they belong?

JUSTICE RESPONDS:

Whose safety is being sacrificed and minimized to allow others to be comfortable maintaining dehumanizing views?”

Intersectionality

The analysis of how race, class and gender interact to create systems of disadvantage that are interdependent



Intersectionality

“Intersectionality is not primarily about identity. It’s about how structures make certain identities the consequence of and the vehicle for vulnerability....What are the institutional structures that play a role in contributing to the exclusion of some people and not others?”

Kimberlé Williams Crenshaw

Activity:

Using the “identity” words you wrote down on your piece of paper at the beginning of the session, arrange yourself in groups.

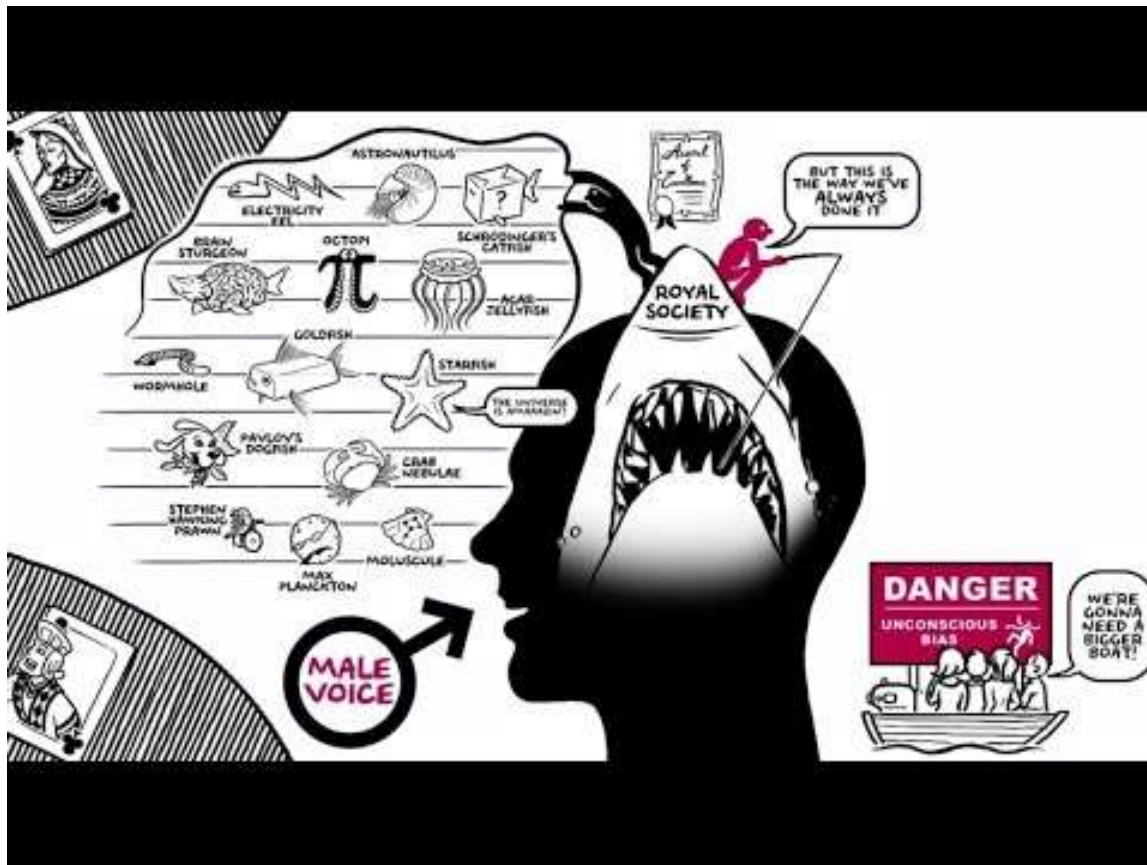
Take 3 minutes.

Cultural Competence

Cultural competence is more than just being aware of differences; it refers to demonstrating attitudes and an approach that allows you to work effectively cross-culturally.

Relationship building is fundamental to cultural competence and is based on the foundations of understanding each other's expectations and attitudes, and subsequently building on the strength of each other's knowledge, using a wide range of community members and resources to build on their understandings.

Implicit/Unconscious Bias





What is the message?

Who is present?

Who is the speaker?

Is this representation or tokenism? Why?

Cultural Competence

- Inside-Out approach
- Understanding of one's own role in contributing to inequity
- Uncover unconscious biases
- Assess structure of your organization & factors contributing to inequity
- Third party "Diversity Audit"
- Develop policy surrounding commitment to cultural competency
- Training, consultation and continued evaluation



Creating Relationships with Communities

- Support the arts!... Not just the arts in your own cultural community
- Create MUTUALLY BENEFICIAL partnerships
- LISTEN, don't assume
- Work collaboratively
- Offer support & access to infrastructure
- BE PATIENT and CONSISTENT.... Relationship-building is an ongoing process

Strategies and Solutions

- COLLECT DATA
- Prioritize the hiring of PUI in leadership positions
- Cultural Competency audit
- Community Consultations
- Be transparent in your work and follow up
- Be accountable for your work



EQUITY is the means,
EQUALITY is the outcome

Q&A