



Challenging Our Beliefs

Moving Toward Equitable Inclusion Within Our Organizations

Chyrel Oates

Introductions/Check-In

Please share in the chat:

- Name
- Organization
- Something that has brought you joy over the last week?
- How is your energy level today
 - 1-depleted. . . . 10-fully charged

Group Agreements

- Listen without speaking over others
- Take the lessons, leave the details
- Be willing to extend grace to others
- It is ok not to share
- Be open to learning
- It is not a one and done conversation
- Without intention, others still may be triggered by what is said

Brave Space Standards



Beliefs and identity can be discussed which may cause fear and requires vulnerability

I will listen with curiosity striving to hear differently

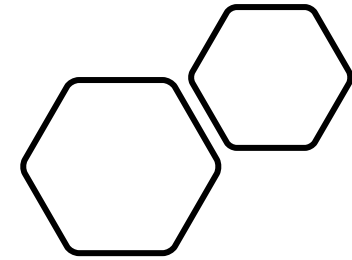
I will challenge myself to be a learner, not a knower

My intentions may differ from my impact; I put my impact over my intentions

It is ok to 'step away' if needed but I will come back

“ Arts and culture have been essential to changing society – from suffrage to immigration rights to landmark juvenile justice reform. To quote Jeff Chang, “Nothing has ever changed without a radical leap of imagination.” That’s the role of artists and culture bearers.

Dr. Lisa Yun Lee



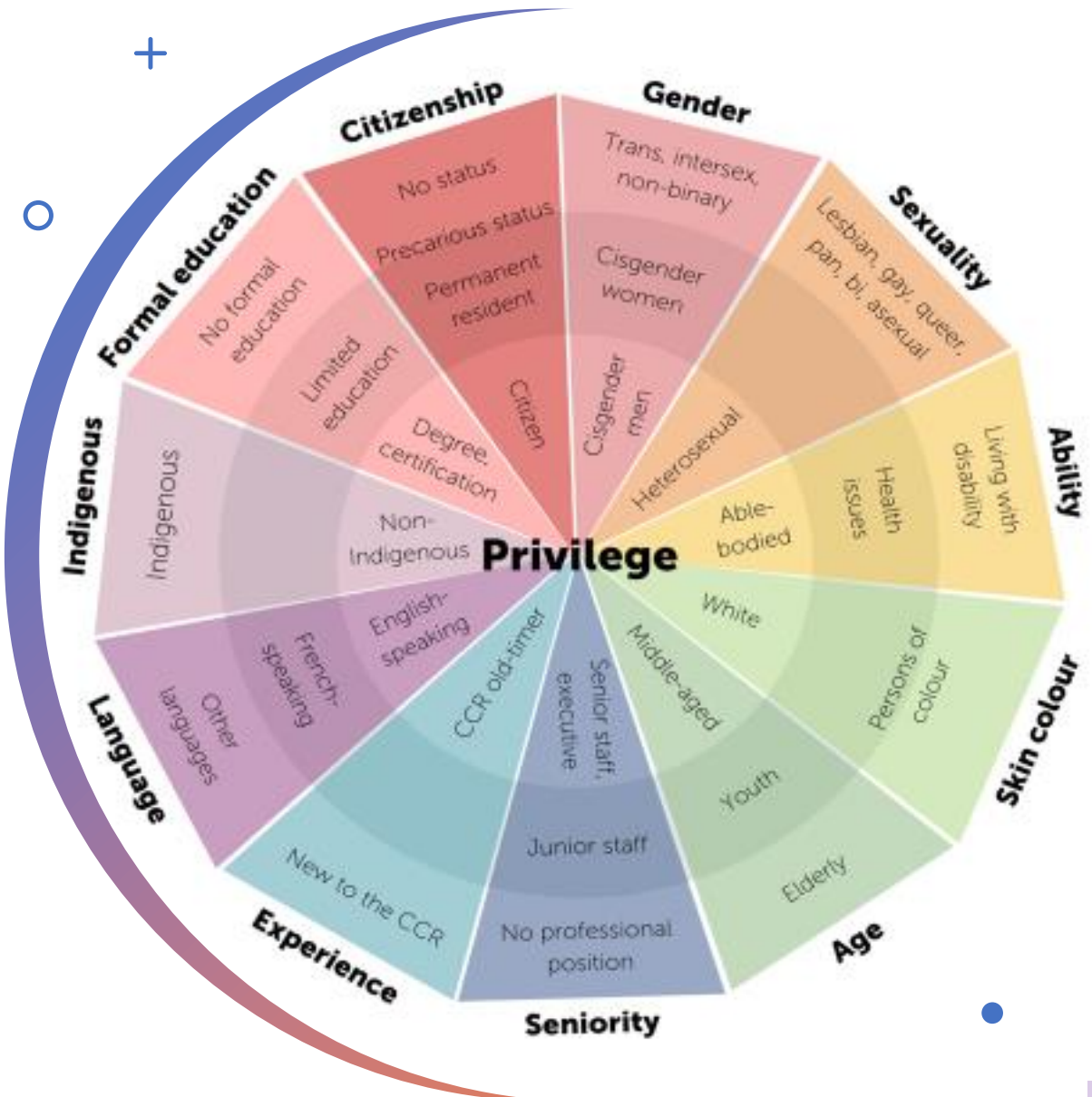
Equitable Inclusion

“Equity means equitable outcomes for all. It requires the removal of systemic barriers and accommodation of differences whereby individuals and groups can benefit equally. Different treatment, rather than treating everyone the same, is necessary to obtain equal results.”

~(City of Toronto 2006)

Writing Prompt

Describe your idea of a perfectly equitable, diverse, inclusive, anti-racist, and anti-oppressive arts organization



Self-Inventory

- Privilege You Hold
- Access to Power

Small Group Discussion

Discuss:

- Your description of an equitable arts organization
- Is your organization there? On its way? Struggling?
- Does your organizational dynamic help or hinder this work?
- Think about Privilege and Power
 - How do you use yours?
 - What does this look like in your organization

What Do You Think??

- How will your individual anti-racism and anti-oppression work benefit:
 - You
 - Your Organization
 - Your Community (however and whoever you define it)

I used to think
but now I
think. . .

Between sessions,
think about these
topics—is there any
change in your
thinking about
them? What? Why?

Racism

Diversity

Inclusion

Equity

My privilege

My power

My impact

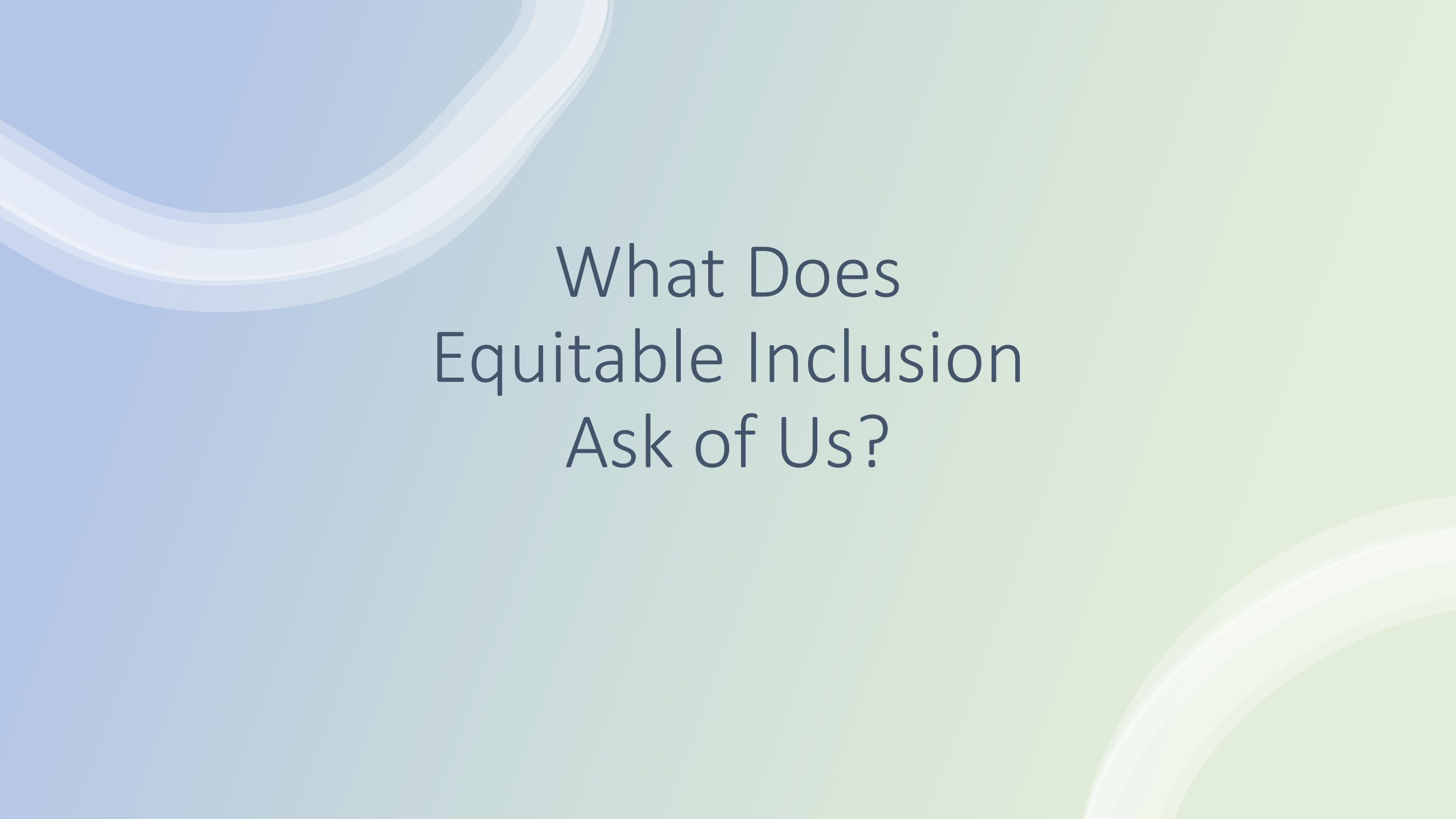


Reflection

- How are you feeling?
- What resonated with you during any of the conversations today?
- What will you do to be more curious in a conversation with someone?
- What weighs you down around these conversations?

**“An artist can
show things
that other
people are
terrified of
expressing.”**

Louise Bourgeois, artist



What Does Equitable Inclusion Ask of Us?

Group Agreements

- Listen without speaking over others
- Take the lessons, leave the details
- Be willing to extend grace to others
- It is ok not to share
- Be open to learning
- It is not a one and done conversation
- Without intention, others still may be triggered by what is said

I used to think
but now I
think. . .

Between sessions,
think about these
topics—is there any
change in your
thinking about
them? What? Why?

Racism

Diversity

Inclusion

Equity

My privilege

My power

My impact

If you stick a knife in my back nine inches and pull it out six inches, there's no progress. If you pull it all the way out, that's not progress. The progress is healing the wound that the blow made. And they haven't even begun to pull the knife out, much less, they won't even admit the knife is there."

~Malcolm X

The background of the slide is a close-up, slightly blurred image of water ripples. The colors are predominantly shades of blue and teal, with some green and purple highlights where the light reflects off the water's surface. The ripples are concentric and spread across the entire frame.

How have you made a ripple??

Organizational

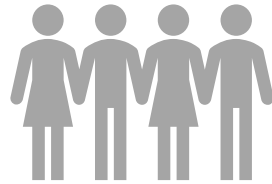
- Garner organizational support
- Microaggressions? Macroaggressions?
 - Subtle, commonplace – overt, blatant
- Address internal/external harm done through transformative justice lens
 - Harm reduction to lessen impact
- Permanently incorporate anti-racist and anti-oppressive practices in all facets of your organization
- Normalize the practice of acknowledging unequal power dynamics in all settings

Based on <https://www.tyausa.org/rao-guide/>

Community



How do you find and foster authentic engagement with underrepresented artists



How to shift from an entity that serves a community to being an integral part of a community



How to shift to a community-based decision-making model



Individual

How do we get to the place where more of us looks like the people/students we reach and serve?

What does equitable inclusion really ask (“insist” or even “demand”) – of us?

Are we truly challenging ourselves? How do we do that honestly? Realistically?

How do we find the skills to deal with ourselves and our beliefs in safer or brave spaces?

How do we create those spaces?

How do we translate our thoughts and desires to actions?

Bold Conversations

- Listen deeply
- Don't let silence be your approval
- Be in action
- Speak in "I" statements
- Find a stopping point
- Be in community
- Commit to education
- Call in, don't call out
- When in doubt, ask questions
- Work on your allies

<https://boldconversations.org/>



Interruptions

- Attempts to stop present or future harmful behavior,
- Model respectful words and actions,
- Create a safer space,
- Advocate for those oppressed by the behavior

https://www.ocadsv.org/sites/default/files/resource_pub/ocadsv_toolkit-for-interrupting-oppression_web.pdf

Creating an Interruption

- Power
 - Situational; can be acquired or inherited
- Resilience & Safety
 - Do I feel safe enough? Do I have the resilience to interrupt? Speak now or what until later?
- Relationship & Longevity
 - How well do I know this person? How will that effect my decision and approach?
 - How could an interruption effect our relationship?
- Language & Culture
 - Do the words or experiences translate well?
- Other Barriers
 - Feel ill-prepared; may not recognize oppression; fear making mistakes

Receiving and Responding to Interruptions

- Acknowledge the impact of my actions
- Accept I will mess up
- Get used to discomfort
- Refrain from defensiveness
- Listen especially to those being oppressed
- Apologize and make amends

No one is born racist or antiracist; these result from the choices we make.

Being antiracist results from a conscious decision to make frequent, consistent, equitable choices daily. These choices require ongoing self-awareness and self-reflection as we move through life. In the absence of making anti-racist choices, we (un)consciously uphold aspects of white supremacy, white-dominant culture, and unequal institutions and society.

Being racist or antiracist is not about who you are; it is about what you do.

National Museum of African American History & Culture



Reflection

- Organization
- Community
- You

Resources

- https://www.ocadsv.org/sites/default/files/resource_pub/ocadsv_toolkit-for-interrupting-oppression_web.pdf
- <https://www.thelouderpledge.com/?fbclid=IwAR3QwJ933hJ4RwqDez7Urr5dUQ4t0xn1su62IWTQA7eW0s82jy04p2vBCRg>
- <http://citizenshipandsocialjustice.com/2015/07/10/curriculum-for-white-americans-to-educate-themselves-on-race-and-racism/>
- <https://www.americantheatre.org/2020/12/22/lets-be-real-these-programs-wont-end-racism-at-your-theatre/>
- <https://www.tyausa.org/arao-guide/>
- <https://www.arteducators.org/advocacy-policy/articles/692-black-lives-matter>
- <https://www.antiracistartteachers.org/anti-racist-art-resources/learning-and-unlearning/reflection-questions>