

## DIVERSITY AND NEW PERSPECTIVES WORKSHOP

### RESOURCES

#### Today's workshop

Glossary of Terms for Diversity, Equity, & Inclusion: a starting point for dialogue around the issues <https://sites.google.com/site/sierraclubdei/glossary-of-terms>

Uzma Shakir, Maytree Five Good Ideas session, January 2017: "If we want meaningful change to happen, we must disrupt the status quo." [https://maytree.com/five-good-ideas/five-good-ideas-effective-disruptor/?mc\\_cid=7bdbcd9f8d&mc\\_eid=c098a82055](https://maytree.com/five-good-ideas/five-good-ideas-effective-disruptor/?mc_cid=7bdbcd9f8d&mc_eid=c098a82055)

Toronto Arts Council Equity Framework, adopted March 2017  
<file:///C:/Users/Jini%20Stolk/AppData/Local/Microsoft/Windows/INetCache/Content.Outlook/6QPUAXER/TAC%20Equity%20Framework%20overview.pdf>

#### Core resources

Civic Action DiverseCity-The Greater Toronto Leadership Project: launched in 2008 by [Maytree](#) and CivicAction to change the face of leadership in Greater Toronto; creating a more diverse leadership for a stronger and more prosperous city region <http://www.civicaction.ca/diversecity-the-greater-toronto-leadership-project/>

DiverseCity On Board: a program of the Ryerson Global Diversity Exchange offering board training, help in finding board members and in joining a board; working to bridge the gap between who sits on public, non-profit and corporate boards and the demographic make-up of the population <http://diversecityonboard.ca/>

Canadian Centre for Diversity and Inclusion: a national non-profit offering consulting, workshops, e-learning, tool kits and other resources on diversity and inclusion and employment equity <http://ccdi.ca/products/workplace-solutions/reports-toolkits/>

The Institute of Corporate Directors Board Diversity Toolkit  
<https://www.icd.ca/Resource-Centre/Board-Diversity-Toolkit.aspx>

Canadian Board Diversity Council: research on the progress of diversity on Canada's corporate boards; education programming to build a greater pipeline of highly-skilled diverse board candidates; board diversity best practices and principles <http://www.boarddiversity.ca/>

### **Why diversify arts boards**

Diversifying your board: why it's good and how to do it. <https://maytree.com/five-good-ideas/diversifying-board-good/>

Good governance includes diversifying boards  
<http://www.creativetrust.ca/2014/12/good-governance-includes-diversifying-boards/>

Could a lack of diversity be affecting the performance of your board? By Dr Lawrence Hunt <https://www.npdirection.com/blog/58322ae9993555156510539f>

Building a board with diverse skills and perspectives  
<http://www.theglobeandmail.com/report-on-business/how-to-build-a-more-demanding-board/article32084975/>

Boards, succession and diversity: avoid being called out for lack of diversity  
(<http://www.creativetrust.ca/2015/06/boards-and-succession/>)

### **The landscape of inclusion**

Achieving Equity in Canadian Theatre: A Report with Best Practice Recommendations, April 2015, prepared by Michelle MacArthur for the Equity in Theatre Initiative  
[http://www.eit.playwrightsguild.ca/sites/eit.playwrightsguild.ca/files/FINAL%20EIT%20Report\\_4%2022%2015.pdf](http://www.eit.playwrightsguild.ca/sites/eit.playwrightsguild.ca/files/FINAL%20EIT%20Report_4%2022%2015.pdf)

New York Department of Cultural Affairs Diversity Study 2016: a study of the racial, ethnic, and gender makeup of New York City cultural organizations  
<https://news.artnet.com/market/department-cultural-affairs-diversity-survey-415910>

Native Canadian Centre of Toronto, Indigenous Cultural Competency Training: promoting cultural competency for Indigenous relations within Canada; group sessions and facilitation for agencies, organizations, institutions to build a foundational awareness of Indigenous peoples <http://ncct.on.ca/indigenous-cultural-competency-training/>

Accessibility Ontario: a training and development organization that helps nonprofits and businesses in Ontario to understand and comply with the Accessibility for Ontarians with Disabilities Act (2005)  
<https://accessontario.com/>

Practical Toolkits by Picasso Pro & Creative Trust, 2012: for Producers and Presenters of Audio Described Theatrical Performances <http://www.creativetrust.ca/wp-content/uploads/2012/08/Arts-Access-Hanbook-Part-I.pdf>; for Producers and Presenters of American Sign Language Interpreted Theatrical Performances <http://www.creativetrust.ca/wp-content/uploads/2012/08/Arts-Access-Handbook-PartII.pdf>

The Deaf Artists & Theatres Toolkit. By Cahoots Theatre Company  
<http://www.cahoots.ca/in-cahoots/datt/>

Sensory friendly performances at Theatre Passe Muraille welcome people with autism  
<http://www.theglobeandmail.com/arts/theatre-and-performance/relaxed-theatre-aims-to-create-welcoming-environment-for-people-with-autism/article28905503/>

Too Young to Sit at the Adult Table? Breaking the age barrier for trustees  
<http://www.tcgcircle.org/2013/05/too-young-to-sit-at-the-adult-table/>

### **Diversifying backstage, onstage, and in the audience**

Neighbourhood Arts Network's Arts & Equity Toolkit, with the Toronto Arts Foundation, created by Skye Louis & Leah Burns  
[http://avnu.ca/avnu/uploads/2014/03/NeighbourhoodArtsNetwork\\_ArtsEquityToolkit1.pdf](http://avnu.ca/avnu/uploads/2014/03/NeighbourhoodArtsNetwork_ArtsEquityToolkit1.pdf)

Starting with diversity of thought  
[http://www.missionparadox.com/the\\_mission\\_paradox\\_blog/2015/03/starting-at-the-source.html](http://www.missionparadox.com/the_mission_paradox_blog/2015/03/starting-at-the-source.html)

The supply and demand of diversity and inclusion  
<http://nonprofitwithballs.com/2015/03/the-supply-and-demand-of-diversity-and-inclusion/>

Buddies in Bad Times Theatre: developing queer voices and stories for the stage  
<http://buddiesinbadtimes.com/>

Cultural diversity as contemporary theatrical practice: interview with Modern Times Stage Company's Soheil Parsa  
<http://www.theglobeandmail.com/arts/theatre-and-performance/iranian-canadian-director-soheil-parsa-on-culture-identity-and-the-ageless-appeal-of-theatre/article34241222/>

Expanding audiences with Donna Walker Kuhne  
<http://www.creativetrust.ca/2011/11/expanding-audiences-with-donna-walker-kuhne/>

A report on diversity in Canadian arts attendance in 2010  
<http://www.hillstrategies.com/content/diversity-and-arts-attendance-canadians-2010>

## **Viewpoints**

The largely white, male boards of Toronto's top arts organizations may be one reason for declining attendance and reduced funding. By Bob Ramsay

<https://www.thestar.com/opinion/commentary/2015/06/10/toronto-arts-boards-in-dire-need-of-diversity.html>

The diversity deadline has long past! OR Speaking Diversity from a Privileged Space.

By Melanie Fernandez <https://www.linkedin.com/pulse/diversity-deadline-has-long-past-speaking-from-space-fernandez>

Troubling trends at top NGO's: white savior status quo remains intact

<https://nonprofitquarterly.org/2015/05/26/annual-ngo-ranking-shows-white-savior-status-quo-remains-intact/>

The debate over audience diversity <http://www.theglobeandmail.com/arts/theatre-and-performance/kate-taylor-no-white-people-didnt-invent-theatre-but-the-debate-over-audience-diversity-continues/article22029039/>

Thoughts on race in performance and the performance of race

<http://www.theglobeandmail.com/arts/theatre-and-performance/theatre-reviews/we-are-proud-to-present-smart-play-within-a-play-crosses-racial-boundaries/article27396862/>