

**Guidance for Arts Boards Confronting A Pandemic:  
Creating Truly Decent Work – in Times of Crisis and Beyond**

**September 29, 2020**

**USEFUL RESOURCES**

**ZOOM Webinar:** Five Good Ideas on Re-opening your workplace post-COVID-19, Maytree (recorded), with Robyn Osgood and Dave McKechnie

<https://maytree.com/five-good-ideas/five-good-ideas-about-re-opening-your-workplace-post-covid-19/>

Ontario Nonprofit Network, Decent Work webpage and resources

<https://theonncanada.ca/our-work/our-people/decent-work/>

Training and Other Resources on Harassment, Respectful Workplaces in the Arts Project, Cultural Human Resources Council

<http://respectfulartworkplaces.ca/training-resources-on-harassment#video-employers>

NATIONAL DAY OF CONVERSATION about Sexual Harassment in the Charitable Sector, November 26, 2020

<https://www.dayofconversation.org/>

Balancing Act, A New Initiative from Theatre Direct: Supporting Greater Equality, Accessibility & Inclusion for Caregivers Working in the Performing Arts

<http://balancingactcanada.com/>

Work/Life Balance Is Everyone's Urgent Business Now, by Rachel Spencer Hewitt, American Theatre, March 30, 2020

<https://www.americantheatre.org/2020/03/30/work-life-balance-is-everyones-urgent-business-now/>

When the #MeToo Reckoning came for Canadian Arts, by Marsha Lederman, Globe & Mail, March 23, 2018

<https://www.theglobeandmail.com/arts/article-when-the-metoo-reckoning-came-for-canadian-arts/>

**To Do and Don't Do**

**WEBINAR RECORDING** Attract, Engage, Retain, Inspire: How To Become A Better Nonprofit Employer, with Jeff Doran, Canadian Nonprofit Employer of Choice Award, February 2019

<https://neoc.ca/how-to-become-better-nonprofit-employer-form/>

**WEBINAR RECORDING** Human Resources: Balancing Urgency & Equity during COVID-19, Jeanne Bell and Nonprofit Quarterly, April 27, 2020

<https://nonprofitquarterly.org/human-resources-balancing-urgency-equity/>

How you can make the most of your workforce, by Ann Rosenfield, Hilborn Charity Enews, July 19, 2020  
<https://hilborn-charityenews.ca/articles/how-you-can-make-the-most-your-workforce/print>

Board Diversity Is Just One Step on the Road to Nonprofit Racial Equity, by Steve Dubb, Nonprofit Quarterly, January 13, 2020  
<https://nonprofitquarterly.org/board-diversity-is-just-one-step-on-the-road-to-nonprofit-racial-equity/>

5 Hiring Pitfalls To Avoid—If You Want Diversity, Equity & Inclusion in Leadership, by Vincent Robinson, Nonprofit Quarterly, February 26, 2020  
<https://nonprofitquarterly.org/5-hiring-pitfalls-to-avoid/>

Stop Wasting Charity Donations: Don't Let Bullying Continue at Nonprofits, by Rebecca Dupras, The Chronicle of Philanthropy, June 27, 2018  
<https://www.philanthropy.com/article/I-Was-Bullied-at-Silicon/243776/#.XMykYVevSg8.email>

MMFA needs better governance and accountability: independent report, by Susan Schwartz, Montreal Gazette, Sep 24, 2020  
<https://montrealgazette.com/news/local-news/mmfa-needs-better-governance-and-accountability-independent-report-determines>

## To Understand

Making It Work: Pathways Toward Sustainable Cultural Careers, WorkInCulture, Author: Nordicity, May 2019  
<https://www.workinculture.ca/FYI/WorkInCulture-Connects/May-2019/WorkInCulture-Releases-Culture-Sector-Career-Susta>

Anti-Black Racism Analysis, Confronting Anti-Black Racism Unit, City of Toronto  
<file:///C:/Users/Jini%20Stolk/AppData/Local/Microsoft/Windows/INetCache/Content.Outlook/0133G1VI/Anti%20Black%20Racism%20Analysis%20Tool.pdf>

It's Time for Nonprofit Boards to Have a Conversation about Sexual Misconduct, by Anne Wallestad, Nonprofit Quarterly, February 22, 2018  
<https://nonprofitquarterly.org/time-nonprofit-boards-conversation-sexual-misconduct/>

'My company has gone fully remote and I'm despairing': who wins in the new world of working from home?, by Rebecca Seal, The Guardian, 12 September 2020  
[https://www.theguardian.com/business/2020/sep/12/my-company-has-gone-fully-remote-and-im-despairing-who-wins-in-the-new-world-of-working-from-home?CMP=Share\\_iOSApp\\_Other](https://www.theguardian.com/business/2020/sep/12/my-company-has-gone-fully-remote-and-im-despairing-who-wins-in-the-new-world-of-working-from-home?CMP=Share_iOSApp_Other)

The invisible parent tax, Hilborn Charity eNews, by Ann Rosenfield, May 18, 2020  
<https://hilborn-charityenews.ca/articles/editorial-whos-going-back-work>

## To Plan

**COMING SOON:** HRCouncil.ca HR Toolkit resources coming back! Community Foundations of Canada (CFC) and Imagine Canada announce that a collection of resources from the former HR Council for the Voluntary and Non-Profit Sector will be updated and relaunched in 2021.

<https://imaginecanada.ca/en/360/hr-council-assets>

Five Things to Fix in the Arts, Arts Journal blog by Douglass McLennan, August 9, 2020

<https://www.artsjournal.com/diacritical/2020/08/five-things-to-fix-in-the-arts.html>

Nonprofits Produce Unusual Adaptation during the Pandemic—Do You Do This?, by Ruth McCambridge, Nonprofit Quarterly, May 13, 2020

<https://nonprofitquarterly.org/nonprofits-produce-unusual-adaptation-during-the-pandemic-do-you-do-this/>

## To Consider

7 opportunities, thanks to COVID-19 (and, fuck you, COVID-19), World Theatre Day Message by Brendan Healy, Artistic Director, Canadian Stage Company, March 27, 2020

[https://www.facebook.com/notes/canadian-stage/7-opportunities-thanks-to-covid-19-and-fuck-you-covid-19/3649806098368115/?utm\\_source=Master%20List&utm\\_campaign=27a8ef3f09-World%20Theatre%20Day%20Message&utm\\_medium=email&utm\\_term=0\\_ab3ab478ff-27a8ef3f09-275418241](https://www.facebook.com/notes/canadian-stage/7-opportunities-thanks-to-covid-19-and-fuck-you-covid-19/3649806098368115/?utm_source=Master%20List&utm_campaign=27a8ef3f09-World%20Theatre%20Day%20Message&utm_medium=email&utm_term=0_ab3ab478ff-27a8ef3f09-275418241)

Staffing the Mission: Improving jobs in the nonprofit sector, a Class Action report, by Betsy Leondar-Wright and Anastasia Lynge, November 2019

<https://classism.org/wp-content/uploads/2020/03/StaffingTheMissionReport2020.pdf>

Unemployment Is Rampant. So This Theater Is Giving Freelancers Money, by Michael Paulson, New York Times, Updated Aug. 27, 2020

<https://www.nytimes.com/2020/08/24/theater/the-public-unemployment-freelancers.html?smid=em-share>

The default nonprofit board model is archaic and toxic; let's try some new models, Nonprofit AF by Vu Le, July 6, 2020

<https://nonprofitaf.com/2020/07/the-default-nonprofit-board-model-is-archaic-and-toxic-lets-try-some-new-models/>

## To Advocate

Five solutions to fix COVID government supports for nonprofits, Ontario Nonprofit Network/Assemblée de la francophonie de l'Ontario (AFO) province-wide survey on the state of the nonprofit sector three months into the pandemic

<https://mailchi.mp/theonn.ca/3-months-into-the-pandemic?e=87603d857d>

In the Wake of COVID-19, Artists Are Ready to Work—If We Support Them, by Ruth McCambridge,  
Nonprofit Quarterly, May 19, 2020

<https://nonprofitquarterly.org/in-the-wake-of-covid-19-artists-are-ready-to-work-if-we-support-them/>