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

Ontario Nonprofit Network, Decent Work webpage and resources
https://theonn.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

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

MMFA needs better governance and accountability: independent report, by Susan Schwartz , Montreal Gazette, Sep 24, 2020

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/0I33G1VI/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

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

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

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

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


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

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