

WEBINAR
SERIES **FORARTS**
PRESENTING



ONTARIO
PRESENTS

Canada

AVOIDING TOKENISM

DELIVERING DIVERSE AND INCLUSIVE PROGRAMMING

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Author & Artistic Director for the FOLD

HOUSEKEEPING

You can hear us, we cannot hear you!

Can't hear?

- Try turning up your volume
- Call in by phone or use your computer headphones

Have a question?

- Use the chat box, any time. Will have time at the end and after the webinar.
- If you have questions for me after email director@thefoldcanada.org

Downloads

- Slide Presentation and other materials
- Webinar Recording will be available on Ontario Presents site



CHAT BOX

Name and Work or Role in Your Organization

TODAY

Building & Facilitating Inclusive Programming

DECEMBER 7

Grant Writing with Inclusive Principles in Mind

DECEMBER 14

Pot Pourri, Hot Topics, Specific Questions

Email questions or scenarios to director@thefoldcanada.org.

WHAT DO WE MEAN BY “DIVERSE”?

- Ability
- Age
- Creed
- Gender
- Language
- Race
- Religion
- Sexual orientation
- Socioeconomic status
- Artistic Form
- Indigenous Voices



We need to see DIVERSITY not as a trend, mandate or a buzzword but as the necessary next steps for a global, forward-thinking culture.



AUTHORS
AND PERFORMERS



NOREEN
AHMED-ULLAH



SAMUEL
ARCHIBALD



BRITTA B



PATRICK
DE BELEM



CHERIE
DIMALINE



FARZANA
DOCTOR



EDEN
EYASU



EUFEMIA
FANTETTI



BRIAN
FRANCIS



DALTON
HIGGINS



LAWRENCE
HILL



HELEN
HUMPHREYS



CHASE
JOYNT



IAN
KAMAU



PATTI LABOUCANE-
BENSON



CARRIANNE
LEUNG



MELANIE
MAH



ERIC
MANN



ANGELA
MISRI



DWAYNE
MORGAN



ZARQA
NAWAZ



PAULINE
O'KIEFFE



HEATHER
O'NEILL



DOROTHY
PALMER



JAY
PITTER



SABRINA
RAMNANDAN



WAUBGESHIG
RICE



LEON
ROOKE



SHEILA
SAMPATH



VIVEK
SHRAYA



JON CHAN
SIMPSON



TRUTH IS



AYELET
TSABARI



CHRIS
TSE



CLIVE
VERONI



PATRICK
WALTERS



JOSHUA "SCRIBE"
WATKIS



Faith and Fiction
Powerful Protagonists
Publishing (More) Diverse Books
Defying Boundaries
Diverse Bodies: On Disability & Exclusion

WHAT IS YOUR GOAL?

1. Diversify your program or lineup.
2. Diversify the make up of the audience.
3. To address/tackle diversity.



TAKE THE POLL

What is your end goal when it comes to diverse programming?

- Diversity the program
- Diversify the audience
- Diversify the program AND the audience
- Tackle diversity
- All of the above
- Not Applicable

With adversity has increasingly come a long-overdue acknowledgement that theatre must change how it operates and shares resources, redefine who it works with and where and how, and rethink what it can do with space and place. - Lyn Gardner, *The Guardian*

TIPS FOR DIVERSE PROGRAMMING

1. It's not optional – for conferences, festivals, theatres. There's no *if*, there's just *how*.
2. Start with underrepresented voices. Prioritize them from the start.
3. Consider how and who you are supporting financially through your current approach.
4. Avoid Tokenism

DEFINING TOKENISM

1. At the heart of tokenism, is a desire to “sell” diversity.
2. Adding a diverse person to represent a culture/race/community.
3. When diverse performers are focused on diversity/history.
4. When you impose diverse themes and ideas without consulting relevant community members.

AVOIDING TOKENISM

1. Change your approach to programming.
2. Involve partners and collaborators in the **planning and building** stage.

The most sought-after collaborators should be anyone who an arts organization is not yet serving. Because they are the people who will make an organization more diverse, who will defend it because they see it as a community asset, not a drain. They are the people who may be the artists of tomorrow bringing different voices from those of the white, male middle classes who currently dominate stages. - Lyn Gardner, *The Guardian*



[GLOBE & MAIL: How to Bring Theatre to an Increasingly Multicultural Canada](#)

ATTRACTING YOUNG AUDIENCES

1. Utilize diverse art (medium) and artists.
2. Provide space for them to be the artists or engage in the process of the art.
3. Use social media to determine good artists and groups to bring in and highlight.
4. Involve schools and educators.



TAKE THE POLL

Do you operate in a fixed space?

- YES
- NO
- NOT APPLICABLE



VENUE

- ❖ Understand the challenges of your space. Is it open, expensive, accessible?
- ❖ Pay attention to your audiences. Who feels comfortable coming? Who doesn't?
- ❖ Work to fix/counter any challenges. Talk to people who aren't coming and find ways to bring NEW people in.
- ❖ Rethink and reshape how you use the space.

ROSELYN BROWN
MEADOWVALE THEATRE

<https://culture.mississauga.ca/meadowvale-theatre>

SO WHAT DO YOU DO NOW?

1. FACT: Some of you will have more control than others.
2. FACT: All of us can do something.
3. FACT: Start small or start big, but don't do nothing.

FINAL CHAT BOX

1. What was the most valuable information you received?
2. What, if anything, was missing or should I make sure to cover in upcoming weeks?

SIGN UP!

Upcoming Webinars in this module:

DECEMBER 7

[Grant Get it Write: Writing Powerful Proposals](#)

DECEMBER 14

[5 Questions on Inclusion and Diversity that Need Answers Now](#)

For more info visit [Ontario Presents website](#)



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Jael Richardson, Author



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Email questions or scenarios to director@thefoldcanada.org