

BEYOND DIVERSITY: EMBRACING INCLUSION IN THE ARTS

JAEI RICHARDSON

Author & Artistic Director for the FOLD

HOUSEKEEPING

- If you can't hear me, try turning up the volume or use headphones
- If that doesn't work or if you can't see the presentation/video, call in to troubleshoot.
- If you have questions during the presentation, put them in the chat box.
- If you have questions for me email director@thefoldcanada.org.

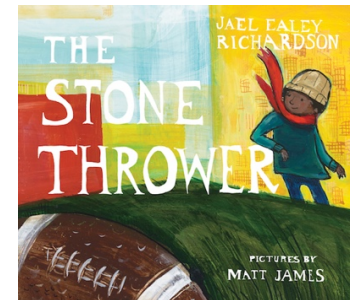
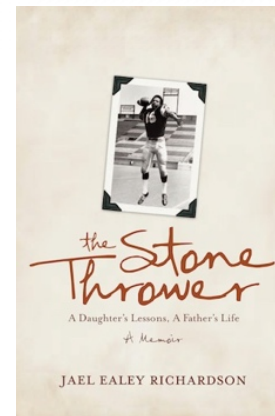




JAEL RICHARDSON
Author & Artistic Director for the FOLD

UNIVERSITY
of GUELPH

UNIVERSITY OF
GUELPH
HUMBER



THE FESTIVAL OF LITERARY DIVERSITY





37 Authors and Artists
8 Industry Professionals
45 Volunteers
600 attendees
\$150,000 raised

CHAT BOX

1. Tell us your name.
2. Your organization/work.
3. Town/City where you work and the population.

TODAY

The Roots of Diversity & Inclusion for Arts Organizations

NOVEMBER 30

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



WHAT'S YOUR MOTIVATION?

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





TAKE THE POLL

Does your organization's mission, mandate, vision, or organizational objectives specifically mention diversity as a priority?

- YES
- NO
- KIND OF
- I DON'T KNOW
- NOT APPLICABLE

IS IT IMPORTANT TO ADDRESS DIVERSITY IN THE MISSION OR MANDATES? **YES.**

1. If you want the fruit to change, you have to address the seed and the roots.
2. Diversity cannot just happen at the frontlines: if it's not part of the organizational objectives it's not going to create long term change, which is critical. Otherwise the change is dependent on *people*, rather than *purpose*.

DIVERSITY IN PUBLISHING > >

79%
WHITE

88%
STRAIGHT/
HETEROSEXUAL



78%
WOMEN

92%
NOT DIFFERENTLY
ABLED

We need to UNDERSTAND and ACCEPT how our positions of **power and privilege** contribute to a **complex systemic problem**.



TAKE THE POLL

Does your board of directors reflect a range of lived experience?

- YES
- NO
- MORE YES THAN NO
- MORE NO THAN YES
- NOT APPLICABLE



WHY IS IT IMPORTANT TO HAVE A DIVERSE BOARD?

1. Roots and Fruits
2. Issue of Economics

DIVERSIFYING YOUR BOARD

1. Make sure the Board understands the value. Address the mandate and mission.
2. Recognize that the approach to finding new board members has to change if the results are going to change.
3. Debunk meritocracy. It's 2016.
4. Be honest with new Board members (without being weird).



TAKE THE POLL

When you post a position or put out a call for new staff and volunteers, do you get a wide range of respondents – age, gender, lived experience, etc.?

- YES
- NO
- I DON'T KNOW
- NOT APPLICABLE

ADVANTAGES & CHALLENGES

- More lived experience
- More community connections
- More discussion, more ideas

- More effort
- More time



Transforming old practices always requires more effort and time.
History has traditionally taken the easy route, so changing things,
improving things, means doing the opposite.

DIVERSIFYING YOUR STAFF

1. Reevaluate hiring practices and hiring language
2. Reevaluate where you post and how you post new jobs
3. Address systemic obstacles that will inhibit your goals
4. Interview candidates who reflect your goals, even if there are shortfalls in other areas – develop your future candidates
5. Ask interview questions that will allow you to identify their position on diversity
6. Give practical work to help with the meritocracy argument

DIVERSIFYING YOUR VOLUNTEERS

1. Put your call out in new places
2. Discover ambassadors younger volunteers
3. Ask for volunteers with new skill sets – social media, multiple languages, etc.

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?

TODAY

The Roots of Diversity & Inclusion for Arts Organizations

NEXT WEEK

Building & Facilitating Inclusive Programming
featuring info from Roslyn Brown

DECEMBER 7

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 Jael Richardson, Author

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