

WEBINAR
SERIES **FOR ARTS**
PRESENTING



ONTARIO
PRESENTS

Canada

LAST CALL

SOLUTIONS FOR TRICKY (BUT COMMON)
DIVERSITY SCENARIOS

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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, City, and size of your core team

TODAY

Hot Topics and Specific Questions

PAST WEBINARS

Beyond “Diversity”: Embracing Inclusion, Expanding the Arts

Avoiding Tokenism: Delivering Diverse and Inclusive Programming

Get it Write: Writing Powerful Proposals in a Diverse Cultural Climate

View recordings on [Ontario Presents](#) website



1. When you use the “if you build it, they will come” philosophy...and it doesn't work.

- Get to know the community **personally**
- Attend an event within that community – consider what's similar and different from your own
- Don't judge it, just ask "how can we be more like this?"
- Try to understand more deeply the personal stories, the people
- If possible, involve them in your plans, build relationships
- Consider how you can involve people from that community on your board, staff, or planning team?

2. When you bungle the “diversity thing”, and you find yourself in hot water.

- Admit where you went wrong.
- Do not argue the merits of your decision or your reasoning, **until you have genuinely listened and apologized for the oversight.**
- Consider all the options and weigh each one VERY carefully. Take time...but not TOO much time, to do this well.
- Address the decision with the people/person affected first, and make a plan for how to handle it publicly together.

3. When you get the importance of RADICAL inclusion...but your team doesn't.

- Address the issue with the team as a whole, preferably in person.
- Listen and then reinforce your position calmly and rationally, see if there are any others who agree.
- Consider getting outside help, trying again, or leaving (if the situation is severe)



TAKE THE POLL

Do you have detailed accessibility info on your website? If someone used a walker or was on crutches, would they know what to expect at your venue(s)?

1. Yes
2. No
3. Kind
4. N/A

4. When you realize, you're not nearly as accessible as you think.

- Fix it. Right away.
- Listing that you are accessible is not enough.
- People with disabilities need to know a lot more than "the building is fully accessible" – how far are the parking spots from the entrance to the building and the event? How far are the washrooms? Do the washrooms have a large enough turning radius – have you checked?
- If your building is not accessible, do something about it **RIGHT AWAY.**

SELF-ASSESSMENT SURVEY

On a scale of 1-10...(10 being “very” and 1 being “not at all”)

1. How diverse is your organization?
2. How diverse is the outlook of your organization?
3. How diverse is the audience for your organization?

Programming...

1. Where are you doing your best programming (what kind of person)?
2. In terms of programming, for whom do you need to do the most work – people of colour, disabled, women?

Audience...

1. In terms of audience, amongst what group do you get the best results? The worst?
2. In 2017, what marginalized group – either artists OR audience members (or both) are you going to intentionally support and intentionally develop a relationship with?

PRESENT DIVERSELY

ENGAGE (WITH THE ARTS)
DIVERSELY

LIVE DIVERSELY

FINAL CHAT BOX

1. What's your BIGGEST take away?

TELL US WHAT YOU THINK!
[Take Survey](#)

MORE WEBINAR TOPICS TO COME!

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



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