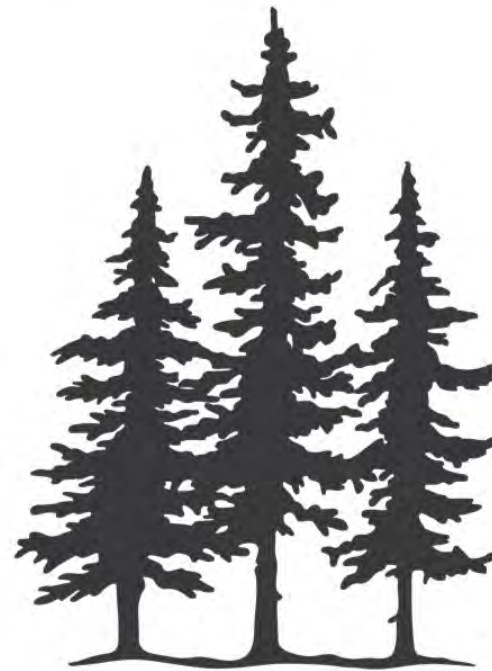
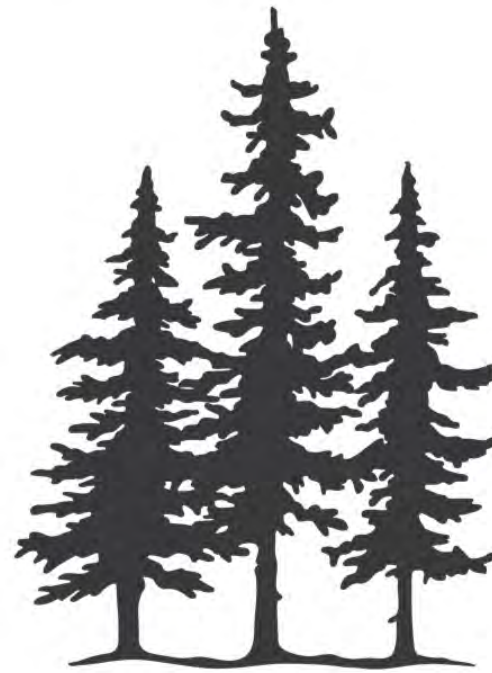


IRP

inspire.
reconciliation.
potential.





ADVANCING THE CONVERSATION TOGETHER:

MAKING SPACE FOR DIVERSITY AND INCLUSION ON THE
STAGE, IN ARTS ORGANIZATIONS, ONLINE AND AMONG
AUDIENCES, THROUGH AN INDIGENOUS LENS

TOSH SOUTHWICK



DAVIDA WOOD



OVERVIEW



**'THE
WORDS'**



WORLDVIEWS



**CHALLENGING
BIAS**



POLL #1



What are they?

How do we use them?

Where do we use them?

WORDS MATTER



Equality



The assumption is that **everyone benefits from the same supports**. This is equal treatment.

Equity



Everyone gets the supports they need (this is the concept of "affirmative action"), thus producing equity.

Justice



All 3 can see the game without supports or accommodations because **the cause(s) of the inequity was addressed**. The systemic barrier has been removed.

EQUALITY





Truth and
Reconciliation
Commission of Canada

ation
Canada:
Action

Truth and Reconciliation
Commission of Canada
Calls to



For the child taken,
For the parent left behind.

RECONCILIATION

rec·on·cil·i·a·tion

/,rekənˌsilēˈāSH(ə)n/

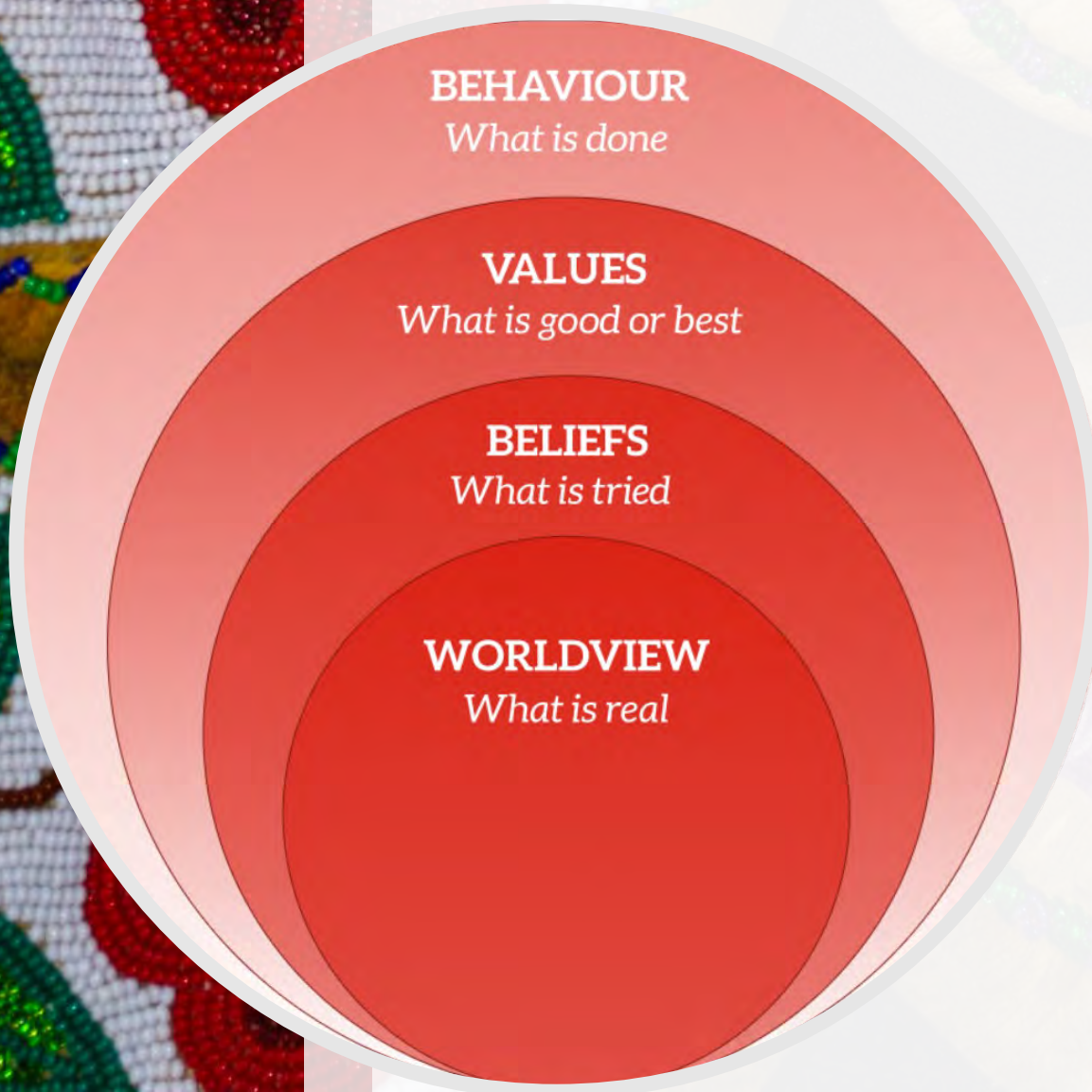
noun

1. the restoration of friendly relations.
"his reconciliation with your uncle"

Synonyms: reuniting, reunion, bringing together (again),
conciliation, reconcilment, fence-mending

2. the action of making one view or belief compatible with another.
"he aims to bring about a reconciliation between art and technology"

INDIGENIZATION

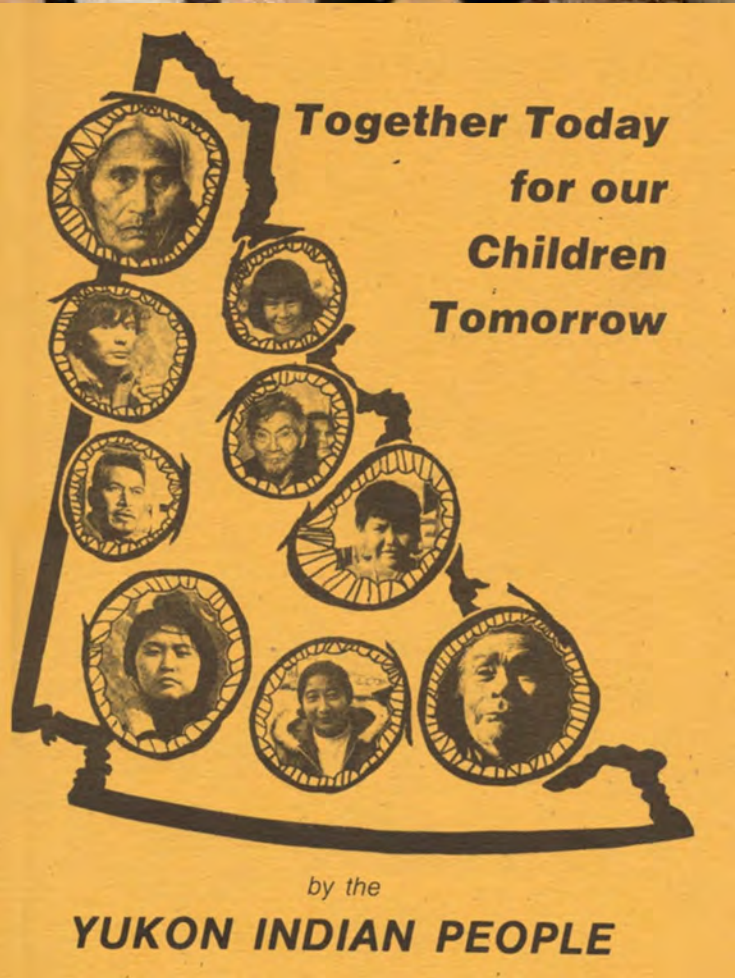


At its simplest, Indigenization is the inclusion of Indigenous worldviews and culture into an organization

DECOLONIZATION

Decolonization is not 'integration' or the token inclusion of Indigenous ceremony. Rather, it involves a paradigm shift from a culture of denial to the making of space for Indigenous political philosophies and knowledge systems as they resurge, thereby shifting cultural perceptions and power relations in real ways."

- *Unsettling the Settler Within: Indian Residential Schools, Truth Telling, and Reconciliation in Canada*, Paulette Regan, 2010





WHERE DO THESE FIT?

How?

When?

Where?

What?

Who?



POLL #2





*Break
Time*

TRUTH



WORLDVIEWS



Indigenous Values, Principles + Priorities



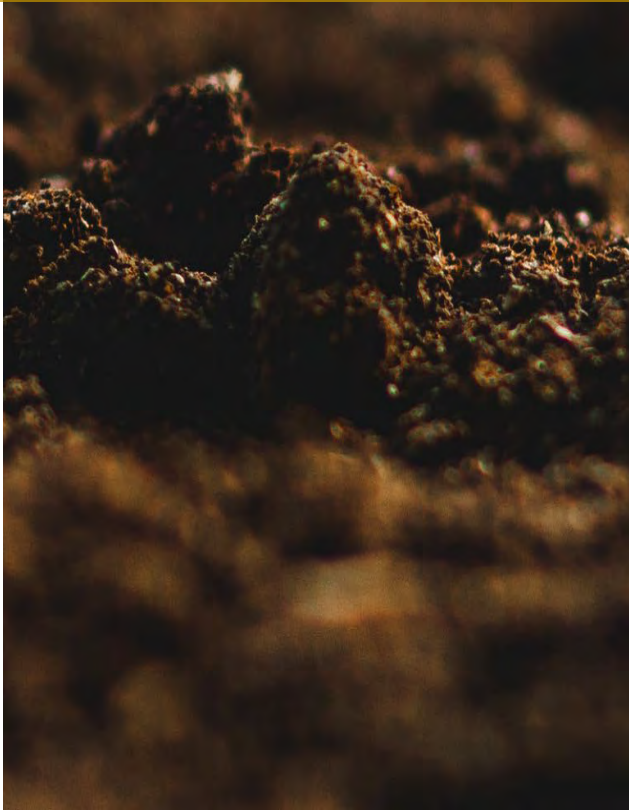
CLANS



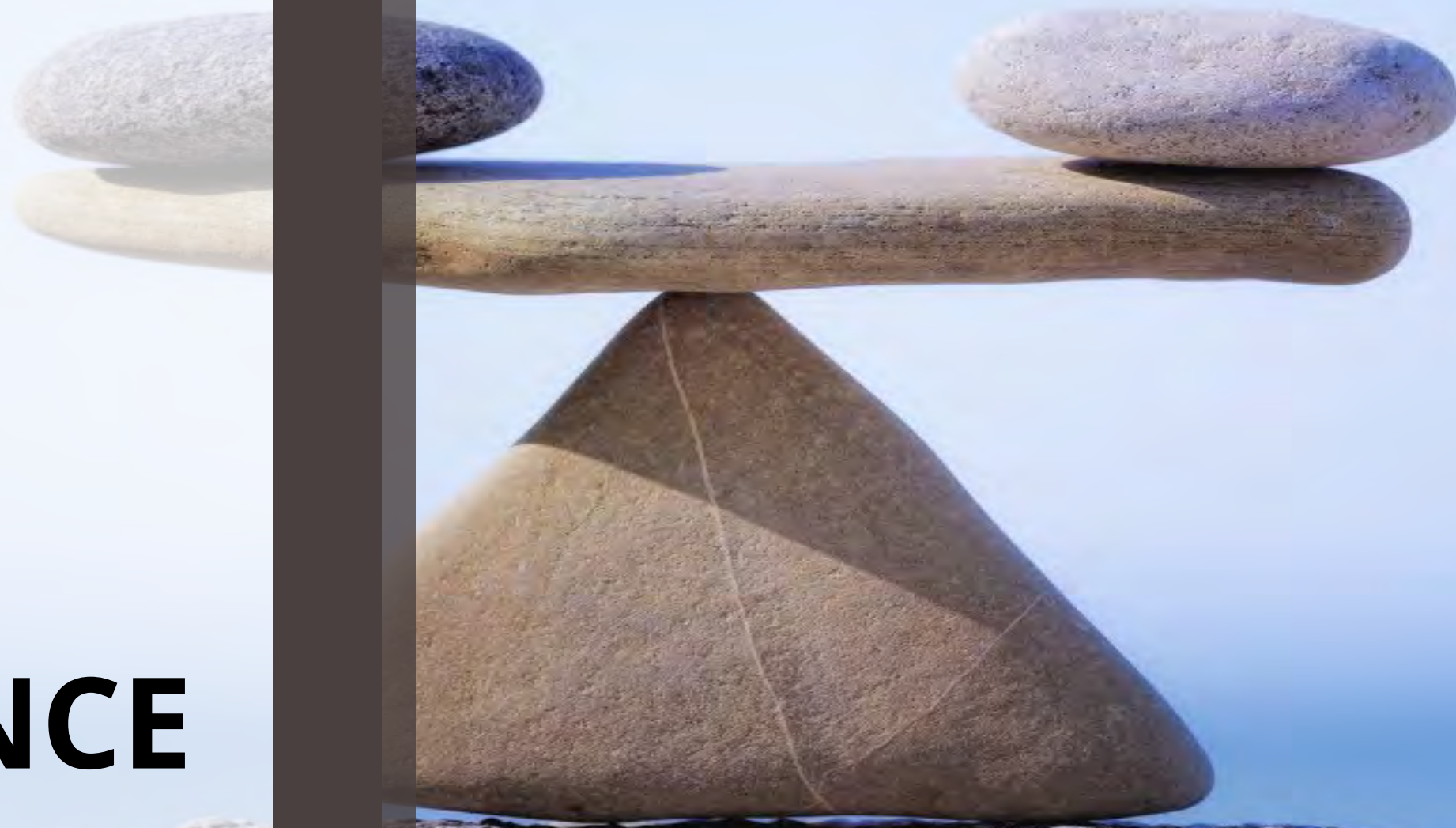
PROTOCOLS



AIR, EARTH, WATER, FIRE



BALANCE



ELDERS



A watercolor illustration of a bird in flight, rendered in shades of orange and yellow. The bird is positioned in the upper left corner, with its wings spread wide. Below it, there are stylized, layered shapes in various colors including green, yellow, orange, and red, suggesting a landscape or a series of hills. The overall style is soft and painterly.

STORYTELLING

OCAP



FNIGC | CGIPN

First Nations Information Governance Centre
Le Centre de gouvernance de l'information des Premières Nations

“In Canada, as First Nations take control of their own data and participate in a society in which digital record keeping is the norm, the importance of OCAP® has grown from a set of principles and standards for the conduct of research to a path for First Nations’ information governance.”



The First Nations Principles of OCAP®



RECONCILIATION STATEMENT & REPORT CARD

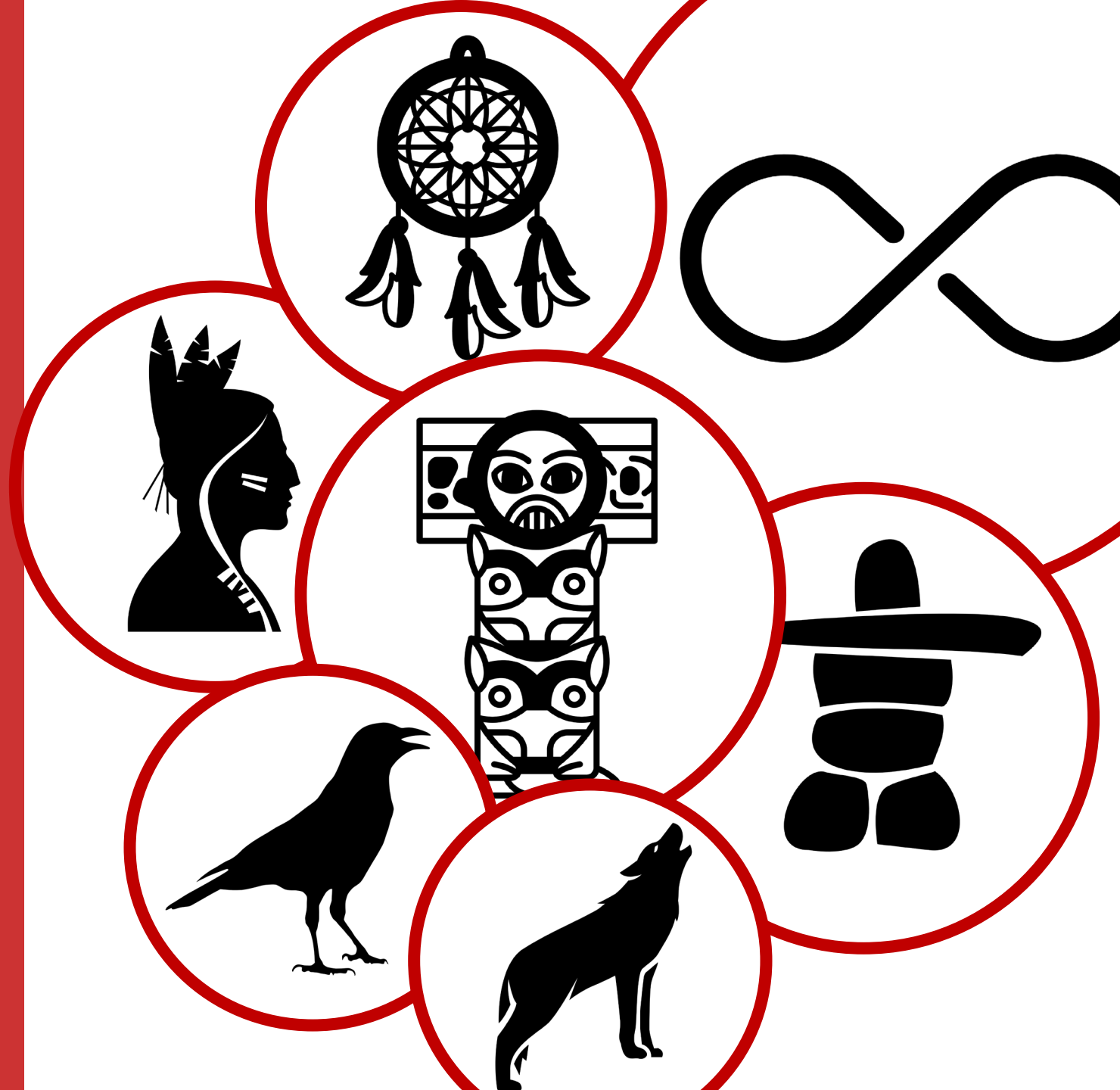




CEREMONY



SYMBOLS





**WHERE DO
YOU FIT?**



CHALLENGING BIAS & PRIVILEGE



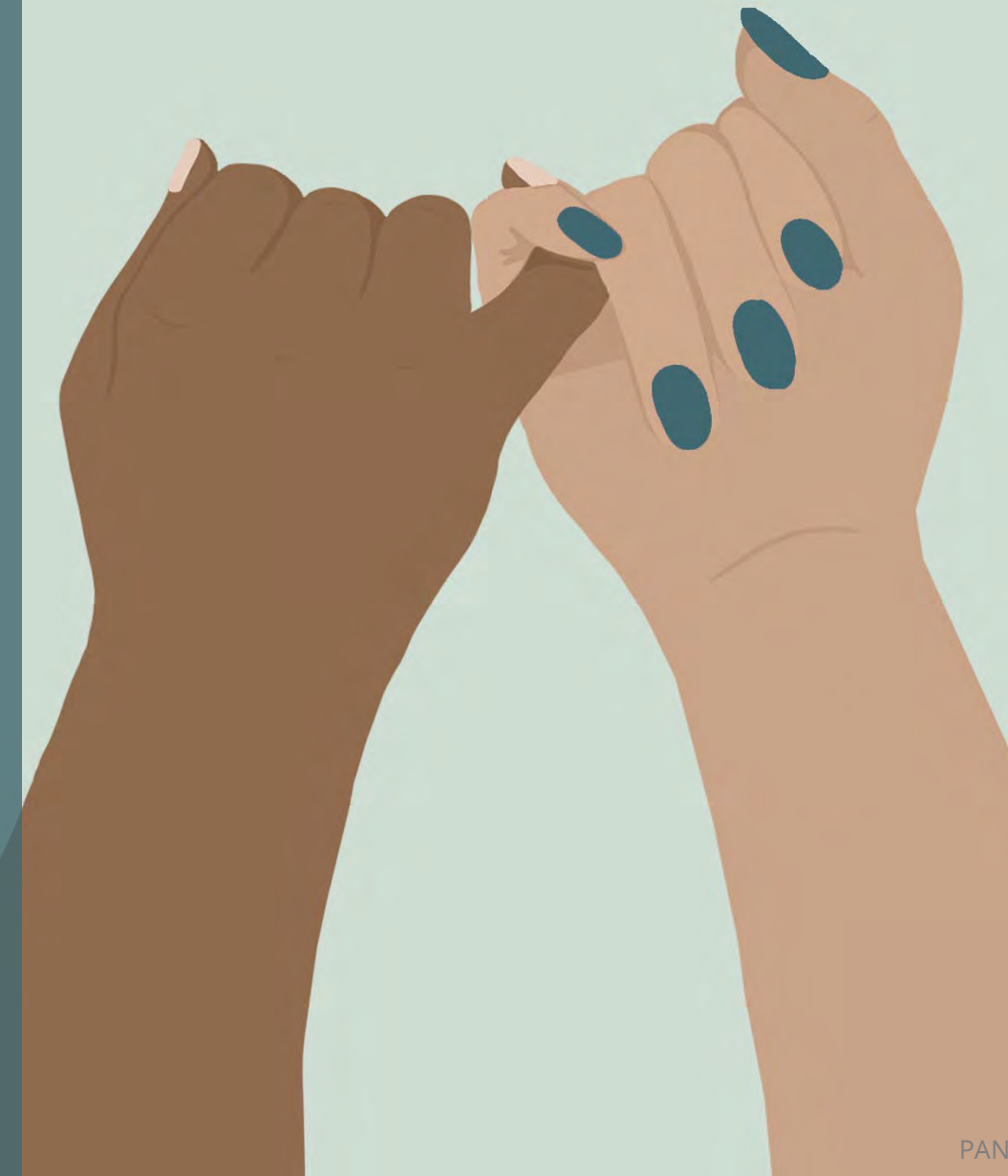


“What’s the matter?
It’s the same distance!”

allyship:

“A LIFELONG PROCESS OF
BUILDING RELATIONSHIPS
BASED ON TRUST, CONSISTENCY,
AND ACCOUNTABILITY WITH
MARGINALIZED INDIVIDUALS
AND/OR GROUPS OF PEOPLE.”

- FORBES



WHAT IS AN ALLY?

An **ally** is an individual who is not a member of an underrepresented group but takes action to support that group

Individuals who hold positions of privilege have the ability & power to be active allies to those with less access, & take responsibility for making changes that will help others be successful. Active allies use their credibility to **create a more inclusive workplace** & find ways to use their privilege to work & supplement others who do not possess the same luxury.



ALLYSHIP

1 BECOME A SPONSOR

Be a champion and advocate for someone from an underrepresented community to support their career growth.

3 USE INCLUSIVE LANGUAGE

Be aware of gendered terms and use language that embraces all people.

5 AMPLIFY VOICES OF OTHERS

Never speak FOR a person or on behalf of that person. You are not the keeper of their stories and experiences. Recognize your privilege and amplify the voices of others.

How to be an Ally for others



2 CALL OUT BAD BEHAVIOUR

Call out unacceptable behaviour. People in underrepresented groups may not feel comfortable raising issues.

4 FOLLOW AN ARRAY OF VOICES & LISTEN

Seek out a variety of diverse voices and LISTEN to understand. Learning and growth will not happen without being challenged.

6 SEEK TRAINING & BEYOND

Training will help you understand others beyond stereotypes and biases. Examine your own biases and privilege. Learn how intersectionality affects our experiences in life.

BE CAUTIOUS OF THE 'PEDESTAL EFFECT'

This is when, for example, men are given special treatment & shout outs for even small acts of gender equality - when women have for years done the emotional labour and carried the load for advancing equality. Do not over-focus on men or your dominant identity group as it may ultimately strengthen rather than dismantle the gender hierarchy status quo.



ALLY CONTINUUM



APATHETIC

NO UNDERSTANDING
OF THE ISSUES

AWARE

KNOWS BASIC
CONCEPTS, NOT
ACTIVE ON BEHALF
OF SELF OR OTHERS

ACTIVE

WELL-INFORMED,
SHARING AND SEEKING
DIVERSITY WHEN
ASKED/PROMPTED

ADVOCATE

COMMITTED, ROUTINELY
AND PROACTIVELY
CHAMPIONING
INCLUSION

An abstract graphic design featuring a large, 3D arrow pointing towards the top right. The arrow is composed of several layers in shades of grey and black, giving it a sense of depth and movement. To the left of the arrow, a curved, light grey path or ribbon sweeps across the frame. The background is split into two main colors: a light blue on the left and a darker teal on the right, separated by a vertical black line. The overall style is modern and minimalist.

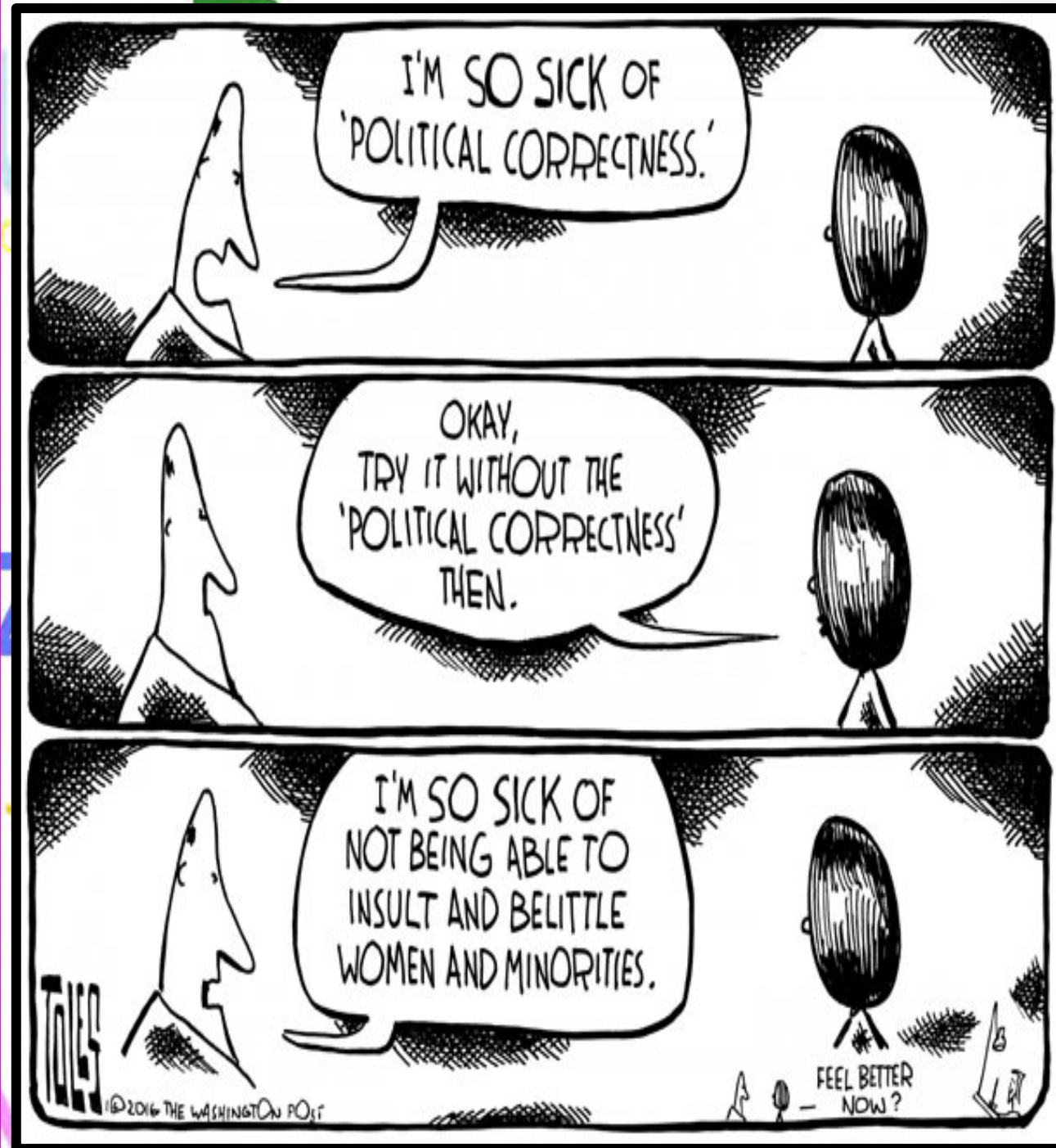
PARTNERSHIP



INDIGENOUS LED



SEMANTICS MATTER





QUESTIONS?