Anti-Racist Community Building

Hosted by:
Anti-Racism Collaborative (ARC)

This session will be recorded.
Land acknowledgement
Our time together

Welcome from StageSource
Land acknowledgment
Re-introducing ARC
Review agenda
Building an anti-racist community
Where we’ve been
Where we’re going
Next steps & closing
Anti-Racism Collaborative (ARC) is a multi-racial collective of anti-oppression educators and activists committed to supporting the movement for racial justice and equity.
Building an anti-racist community
Where we’ve been
Phase I Process

- Meetings w/StageSource staff
- Listening posts
  - StageSource staff and board
  - Theatre organization staff
  - Independent artists
  - BIPOC community
  - Audience members
  - Board members
- Post-event surveys
What we learned

Culture-level impediments

- Dominant-culture established expectations of how to behave
- “Family”
- Competition for resources
- Choices based on perceived marketability
- Normalization of the status quo
- Perception of white stories as “universal”
- Lack of accountability
Breathe & reflect
What we learned

Barriers: Knowledge and perception gaps
- Lack of clear motivation and values definition (e.g., why is it important to have diverse organizations?)
- Lack of awareness of non-white theater/artists/administrators
- People not understanding/acknowledging the power they have
- Gaps in understanding between boards, organizations and artists (e.g. language of difficulty “attracting” non-white actors, artists, vs. language of underemployment, tokenization, etc.)
- Lack of definitions for terminology (equity, diversity, inclusion, etc.)
- Perception gaps in the relationship between concepts and behaviors/conditions

Barriers: Misdirected attention
- Focus on external programming rather that internal transformation
- Focus on gender to the exclusion of race
What we learned

Barriers: Power and fear
- Organizations and boards overwhelmingly white
- Lack of relationships and emotional connection across difference
- Fear (about losing money, power, jobs)

Barriers: Accountability and follow-through
- Lack of commitment to the process
- Lack of structures for accountability
Breathe & reflect
<table>
<thead>
<tr>
<th>What you asked for</th>
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<tr>
<td><strong>Training</strong></td>
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<td>- Training various topics (e.g. bystander intervention, implicit bias)</td>
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<td>- Training for board members</td>
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<td>- Training for donors</td>
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<td><strong>Resources</strong></td>
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<td>- Self-study modules</td>
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<td>- Recommendations (scripts, educational materials)</td>
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<td>- Aggregated resources</td>
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<td>- Guidelines, language, tools</td>
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<td>- Physical space</td>
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<th>Information</th>
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<tr>
<td>- Data/statistics</td>
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<td><strong>Conversations and advice</strong></td>
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<td>- Advice on how to most effectively plan for leadership succession</td>
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<td>- Opportunity for actors, designers, etc. to speak directly to artistic, leadership staff within organizations</td>
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<td>- Diversifying actor/applicant pools</td>
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<td>- More listening sessions/ conversations/ meetings/ town halls to keep dialog going</td>
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Where we’re going
What does it mean to be in community?
Training & reframing

- Level-setting vocabulary and understanding of concepts
- Re-orienting towards interdependence
- Breaking down silos

Building an anti-racist community

- Building trust
- Developing a new set of expectations and commitments
- Addressing barriers head-on
- Creating the conditions for change
- Holding each other accountable
What we’re not doing

- Ongoing training
- Individualized organization-level work
- Creating and sharing directories
Timeline

Town Hall

Training & Reframing

Building Community

We are here

Summer 2021

Fall 2021
This is an invitation.
Questions?
Thank you!