

00:30:28 CADA - Gregory Burbidge: - Not interrupting others and on this zoom call we ask that everyone keeps their mic on mute unless they are speaking. When we open the floor to conversation, comments, and questions, we will use the “raise hand” function and get to as many people as possible.

- Being mindful of how much time and space we each take up in discussions and making time and space for others to speak.

- Using “I” statements (“I feel,” “I think,” “I wonder,” etc.).

- Respecting those who wish to listen silently, and

- Recognizing that vulnerable interactions can occur, and creating space to acknowledge and discuss hurt or offense if it does.

00:30:34 Trevor Rueger APN (he/him): Hello everyone from Alberta Playwrights Network. I’m also a proxy for Shari Wattling at Lunchbox Theatre who is on another call.

00:30:34 CADA - Gregory Burbidge: - We will honour the knowledge and experience others share.

- We will acknowledge the experiences and values that may make each of us biased.

- We will allow others to help us check in with our biases in a respectful and productive way.

- We acknowledge that we are all learning and may be at different places on our journeys. We will be patient with ourselves and others as we remain open to continued learning.

00:30:52 CADA Lesley (she/her): Hi all! FYI we are recording this meeting for future reference and to share with folks who couldn’t make this time work. We will post the recording on our website. If you are using private chat, please be aware that when we download the recording we might be able to see all chat including private chats so keep that in mind. We will not share the private chat in any recordings we upload to our website.

00:31:02 CADA Lesley (she/her): We are using an app called otter.ai. You’ll see a red box at the top of your screen which is a transcription service. It’s only english for the time being but can be used to follow along today’s conversation.

00:31:14 CADA Lesley (she/her): We have an ASL interpreter with us today. If you open your participants tab and find Kimberley Johnson you can pin her as your main video by hovering over her video and clicking pin video under the three dotted menu.

00:31:16 CADA Patti Pon (she/her/hers): Hey Trevor welcome and give my best to Shari

00:31:24 CADA Lesley (she/her): You can also use the menu beside your name under the three dots to update your name and add your pronouns.

00:31:25 Wunmi Idowu: Good afternoon everyone, this is Wunmi Idowu; Director of Woezo Africa Music & Dance Theatre Inc.

00:31:37 Xstine Cook: Greetings from Xstine at CAOS

00:31:53 Peter Hemminger: Hello from Peter at Quickdraw

00:32:16 CADA Kaley Beisiegel (She/Her): Hi Wunmi, Xstine and Peter!

00:35:17 Lucia Juliao: Hi from Lucia at CIFF

00:36:35 Jeanne Kwong: Hi Jeanne from Artslink on CJSW

00:37:13 Landon Krentz: hey Taylor I am using my phone, doesn't work that way it seems

00:37:57 CADA Taylor (she/her): I will find out how to pin a video using phone instead of laptop. One moment.

00:39:04 JD Derbyshire she/her they/them: Landon - does your phone have any speaker view options?

00:40:27 Ebony Gooden (Deaf/she/her): Wonderful to see different type of accessibilities

00:42:48 CADA Melissa Tuplin (she/her): CADA's GROUP AGREEMENTS CADA works with group agreements - not going to read full group agreements but here are some key points that we commit to in all of our meetings and assessments and that we are committed to today: We commit to creating a safe space for everyone by: Respecting each person regardless of how they identify, including their gender, sexuality, age, class, religion, beliefs, nation, physical, neurological, cognitive, and Mad identities. Sharing language that respects everyone. Speaking from our own perspective, and avoiding making generalized claims or assumptions about others' identities.

00:43:02 CADA Melissa Tuplin (she/her): - Not interrupting others and on this zoom call we ask that everyone keeps their mic on mute unless they are speaking. When we open the floor to conversation, comments, and questions, we will use the "raise hand" function and get to as many people as possible. Being mindful of how much time and space we each take up in discussions and making time and space for others to speak. Using "I" statements ("I feel," "I think," "I wonder," etc.) Respecting those who wish to listen silently, and Recognizing that vulnerable interactions can occur, and creating space to acknowledge and discuss hurt or offense if it does.

00:43:18 CADA Melissa Tuplin (she/her): - We will honour the knowledge and experience others share. We will acknowledge the experiences and values that may make each of us biased. We will allow others to help us check in with our biases in a respectful and productive way. We

acknowledge that we are all learning and may be at different places on our journeys. We will be patient with ourselves and others as we remain open to continued learning.

00:44:23 CADA Melissa Tuplin (she/her): These have been adapted for today from the Group Agreements shared through our Assessor Terms of Reference: <https://calgaryartsdevelopment.com/wp-content/uploads/2020/01/CADA-GroupAgreements-2020.pdf>

00:55:42 Landon Krentz: 7 pages of what?

00:55:59 CADA Helen (she/her): 7 pages of participants

00:56:08 Pamela Tzeng: Hi Landon, 7 pages of participant names to scroll through.

00:56:08 CADA - Gregory Burbidge (he/him): For people using the gallery view, there are 7 pages of participants

01:05:58 Landon Krentz: Which CADA staff is best to ask questions for clarification? Some are not answering me

01:07:20 Mitzi Murray: Sorry, I came late. Is there a timeline as to when you will have the working group together and a timeline for their outcomes?

01:10:35 Landon Krentz: Im lost lol I need the asl

01:12:28 Pamela Tzeng: Thank you Ebony.

01:12:29 Maimuna (she/her): Agreed, Ebony

01:12:31 Maimuna (she/her): Thank you

01:12:39 Anne Azucena (she/her/siya): What is CADA's board and/or leadership perspective on what the current inequities in the arts community actually are?

01:12:44 Jacqueline Aquines: What does furthering to "develop anti-racist policies and practices governing our work" look like in the immediate future?

01:12:45 Mpoe M (they/them): agreed

01:12:50 CADA - Gregory Burbidge (he/him): Thanks Ebony!

01:13:08 Wunmi Idowu: Thank you Ebony

01:13:08 CADA Helen (she/her): Thank you Ebony

01:13:27 Jodi Green: Thank you Ebony!

01:15:30 Elizabeth Smith: hello everyone

01:15:33 CADA Helen (she/her): Aisinna'kiiks

01:15:40 CADA Helen (she/her): Saa'kokoto

01:16:01 Madin Kanayeva: Does CADA embark on conversations around microaggressions within their own staff and how people can engage in more inclusive conversations with each other?

01:16:51 Elizabeth Smith: yes when we have reconciliation we carry this gift to help others out of the sea of suffering

01:17:19 Susan Forest: I attended a CADA meeting about diversity a few years ago, as my organization has long been interested in increasing the diversity of our board (we have some ability/orientation/ethnic diversity, but want more). Where we were stuck was how to recruit for diversity. It was suggested to me at that CADA meeting that I could use the CADA electronic newsletter to post a diversity-specific volunteer position. We had no response. Is there anything CADA can do to facilitate diverse artists connecting with boards seeking more diversity?

01:18:43 Elizabeth Smith: I am a Caucasian single mom of 4 living with disability and poverty I am an invisible visual artist

01:20:04 JD Derbyshire she/her they/them: q- from participant What does furthering to "develop anti-racist policies and practices governing our work" look like in the immediate future?

01:20:07 Elizabeth Smith: tears right now gratitude for the invite art means life to me

01:20:13 Anne Azucena (she/her/siya): What is CADA's board and/or leadership perspective on what the current inequities in the arts community actually are?

01:20:26 JD Derbyshire she/her they/them: Welcome Elizabeth

01:21:26 Jacqueline Aquines: Aside from the working groups, what does furthering to "develop anti-racist policies and practices governing our work" look like in the immediate future internally?

01:21:38 Elizabeth Smith: ty

01:22:05 Mpoë M (they/them): how does accountability to these commitments look like? I believe we were here before a couple of years ago; and am interested in what will be different this time around? ty 🌟

01:22:26 JD Derbyshire she/her they/them: Great question Mpoë

01:22:51 Pamela Tzeng: Yesss Jenna

01:23:07 Elaine Weryshko (she/her): Double Yeeeeessssss Jenna

01:23:10 CADA Taylor (she/her): Thank you Jenna - great comments

01:23:14 Jenna Rodgers (she/her): Great question, Jenna!!!!

01:23:24 JD Derbyshire she/her they/them: Open this up to a frank conversation. Great!

01:23:38 Landon Krentz: Who is speaking

01:23:50 Jodi Green: Chima

01:24:04 JD Derbyshire she/her they/them: Chima is speaking. HE is on the CADA board

01:24:25 CADA Patti Pon (she/her/hers): Chima Nkemdirim is a CADA Board member and also serves on the board of ATP and Arts Commons. He is former Chief of Staff to Mayor Nenshi

01:24:48 Pamela Tzeng: Does this meeting end at 5pm? If so, a request for it to extend longer.

01:24:57 Ebony Gooden (Deaf/she/her): Will be helpful to know who is speaking like to introduce yourself before speaking for Deaf viewers because we are pinned to interpreter

01:25:04 Landon Krentz: agreed

01:25:09 CADA Patti Pon (she/her/hers): Thanks Brian K...the CADA team is streaming the questions to me that I can't see and also the hands raised that I am missing

01:25:09 JD Derbyshire she/her they/them: Please try to say your name before you start speaking so we know who is speaking. Thank you

01:25:13 (CIFF) Lucia Juliao (she/her): Great suggestion Ebony!

01:25:16 CADA Taylor (she/her): Thank you Ebony

01:25:18 Landon Krentz: We're chasing for information like dogs

01:25:38 Ebony Gooden (Deaf/she/her): Thank you so much

01:25:44 JD Derbyshire she/her they/them: Thanks Ebony. Think we were typing at the same time.

01:25:50 Wunmi Idowu: That's true

01:25:55 Allison Moore, artsvest Alberta: boardlink is a national Business/Arts program that matches young business professionals with arts organizations to find volunteer board and committee roles in the arts. <http://www.businessandarts.org/abx/boardlink/>

01:26:27 JD Derbyshire she/her they/them: Will grant requirements be tied in some way to increased equity? Q from participant

01:26:32 Elizabeth Smith: I was there in 1991 when stockwell day said let's cut art out of the budget because it is not a necessity of life n how we gathered at the Mc Dougal building I made signs save the arts the spirit you save maybe your own

01:26:44 Julie Harris: Thank you for this!

01:27:04 Jenna Rodgers (she/her): How do we prioritize funding the members of our community who are most hurting? Because right now it's difficult for everyone - and institutions are getting disproportionate support while individuals are being told to wait and rely on CERB. ... and white supremacy culture has made clear: I believe every cornerstone institution in this city is predominantly white.

01:27:10 Landon Krentz: Whhooo is talkingggggg

01:27:19 CADA Taylor (she/her): Pamela Tzeng

01:27:21 Jenna Rodgers (she/her): Pam Tzeng is talking

01:27:23 JD Derbyshire she/her they/them: PAm Tzeng

01:27:31 CADA Patti Pon (she/her/hers): Pamela Tzeng..is speaking. I'm sorry Landon I'll ask people to introduce themselves from her on

01:27:32 JD Derbyshire she/her they/them: Pam Tzeng is speaking

01:27:46 teresa woo-paw: please put me on speaker's list thx

01:27:51 JD Derbyshire she/her they/them: I will try to keep up on this

01:29:15 Elizabeth Smith: I have no artist friends...why

01:29:38 Joey Stewart: Please don't forget people over 65 who are filled with wisdom and time that we freely give that can empower organizations like CADA

01:29:47 CADA Taylor (she/her): Thank you Pam and Jenna.

01:29:49 JD Derbyshire she/her they/them: Thank you for your thoughts Pam

01:30:03 CADA Amy Jo (she/her): Patti is speaking

01:30:12 Wunmi Idowu: Thanks Pam

01:30:51 Susan Forest: Thanks, Allison, for the link.

01:30:55 Pamela Tzeng: Sorry about that Landon.

01:31:33 teresa woo-paw: we need to move forward building on "our" previous work, experiences and learnings.

01:31:35 Elizabeth Smith: Calgary artists first see tons of money going outside Calgary

01:32:22 REVV52 Ken Wilson: Thanks for calling, organizing and holding this meeting. A very good meeting and a great start. I have to leave. Thanks again.

01:32:36 Melissa Monteros: We are interested in whether or not any working groups will be formed? As individual artists, we recognize that change also comes with education, opportunity, and has to address socio economic status. . As a small organization we are looking to have a real impact on change. I also believe that recruiting for diversity is a place that we could all use support. As a person who identifies as BIPOC, I also used to count the people with brown skin not just at performances but at meetings, in the workplace...on the street...AND, at the same time, we want to stay committed to the idea of creating work that speaks, that moves, and that makes a connection to the humanity in all of us.

01:32:42 Pamela Tzeng: Thank you Jaqs.

01:32:45 Wunmi Idowu: Thanks Jaqs

01:32:50 CADA Taylor (she/her): Great questions Jaqs.

01:33:41 JD Derbyshire she/her they/them: Thanks Jaq

01:33:45 Elizabeth Smith: corpus salvi amanti

01:34:36 Skye Louis: Thank you Jenna 1, Jenna 2, Pam, Jaqs for your questions and comments, especially re accountability. Just want to underscore these observations, and ways to measure progress moving forward.

01:34:43 Elizabeth Smith: I have no groups no friends no family to support me...I am white.

01:35:17 Cesar Cala (he/him/siya): Thank you for those questions around accountability and measurability

01:35:48 JD Derbyshire she/her they/them: Elizabeth please reach out to Taylor and JD at CADA for some resources and connections to other ARTISTS WITH DISABILITIES

01:36:13 CADA Amy Jo (she/her): Lots of questions are coming in and we're keeping track of everything. We will be sharing this recording and transcripts in the next few days. And we're going to do our best to make sure nothing is missed in this very messy platform. Thank you all for your patience as we figure out how to do this in Zoom.

01:36:23 Lourdes Juan: Thanks for the discussions everyone.

01:36:25 Anne Azucena (she/her/siya): What is CADA's board and/or leadership perspective on what the current inequities in the arts community actually are?

01:37:02 Miguel Cortines: thank you for the great work of Patty and CADA team.

01:37:11 Walt DeBoni: Thanks for organizing this town hall - very helpful and timely.

01:37:16 JD Derbyshire she/her they/them: Thanks Anne. Hear you

01:37:16 Jacqueline Aquines: it's not only about hiring BIPOC and AWD but also folkx who have equitable and anti-racist lenses and have been doing this work, as there are boards who are QTBIPOC but subscribe to and PROTECT white supremacist culture

01:37:25 Melissa Monteros: Thank you, Patti, for being such a great listener and so articulate.

01:37:38 Pamela Tzeng: Second Jaqs comment.

01:37:50 CADA Taylor (she/her): Anne I know you shared your questions 3 times - our apologies for not getting to it in the proper order.

01:37:54 JD Derbyshire she/her they/them: Thanks Jaq

01:38:07 Ebony Gooden (Deaf/she/her): Thank you all for wonderful questions and discussion

01:38:28 Col Cseke: Is it possible to leave this room open for people to chat with each other?

01:38:37 Pamela Tzeng: Yes that would be productive

01:38:56 Elizabeth Smith: one love everyone my heart is full

01:38:58 Ayla Stephen: It looks like Tarrence Evans is raising a hand in the video.

01:39:01 Jenna Shummoogum: We can unmute ourselves

01:39:09 Col Cseke: Thank you!

01:39:19 JD Derbyshire she/her they/them: Thanks Col

01:39:36 Pamela Tzeng: Yes.

01:39:37 Toyin Oladele: Yes Patti, stay!

01:39:39 Madin Kanayeva: Yes

01:39:39 Colin Martin: Sure! If you want to!

01:39:43 Tarrence Evans: yes

01:39:44 Erin MacLean-Berko: Yes!

01:39:50 Wunmi Idowu: Yes

01:40:21 Joe Slabe-Forte Musical Theatre (he/him): Thanks for this!

01:40:21 Wunmi Idowu: Will it be recorded?

01:40:25 Ebony Gooden (Deaf/she/her):Where can we watch the recording if we want to watch it again?

01:40:50 CADA Nick Heazell (He/Him): Yes Wunmi it is being recorded.

01:40:53 Chima Nkemdirim: Unfortunately, I have to go to another meeting. Thanks for the great conversation.

01:40:53 Elizabeth Smith: yes

01:41:05 jacquie walker: Thank you 😊

01:41:08 JD Derbyshire she/her they/them: Thanks Chima

01:41:08 CADA Patti Pon (she/her/hers): Thanks so much Chima!

01:41:18 Wunmi Idowu: Thanks Nick for confirming

01:41:21 CADA Taylor (she/her): Yes it will be recorded Wunmi and posted on our website

01:41:30 Ebony Gooden (Deaf/she/her):Thanks so much Chima

01:41:39 Omatta Udalor: Great conversation folks, sadly I have a script reading so I have to run.

01:41:41 Steven Gallant (Beakerhead): Thanks, CADA et al. Great discussion and preview. Looking forward to next time.

01:41:52 Deeter Schurig: Thanks Patti and team for facilitating this important work and conversation for the betterment of our community!

01:42:00 Ebony Gooden (Deaf/she/her):Thanks Interpreter. Looking forward to the next one as I have to go.

01:42:05 Linda Ford: Thank you Patti & CADA team!

01:42:05 CADA Taylor (she/her): Thank you Ebony

01:42:14 CADA Taylor (she/her): Landon has left already

01:42:16 Ebony Gooden (Deaf/she/her):Landon went back on the road

01:42:52 CADA - Gregory Burbidge (he/him): Thanks Kimberly!

01:43:02 CADA Taylor (she/her): Thank you Kimberly

01:43:02 Ebony Gooden (Deaf/she/her):Thanks Kimberley!

01:43:07 CADA Lesley (she/her): Thank you Kimberley!

01:43:12 CADA Helen (she/her): Thank you Kimberley

01:43:33 CADA Stephanie Solomon (She/ Her/ Hers): I do have to go but thank you

01:44:25 CADA - Gregory Burbidge (he/him): Thanks Stephanie!

01:45:16 Elizabeth Smith: I live in the n.e. I am now a minority and I am white, my son says at school yrs ago to be white is to be hated.

01:45:50 JD Derbyshire she/her they/them: Podcast link?

01:46:11 Toyin Oladele: Thank you Tarrence

01:46:16 Lindsay Schonfelder: yes podcast link please!

01:46:21 Monda:I would love to Tarrance!

01:46:27 Toyin Oladele: podcast link please

01:46:43 Pamela Tzeng: Thank you Tarrance,please share podcast!

01:46:48 Elizabeth Smith: bin doing art in Calgary since 1976 no support ever

01:46:49 Trevor Rueger APN (he/him): Thank you CADA and everyone!

01:46:50 jacquie walker: thank you, podcast link!

01:50:22 Elizabeth Smith: we rallied back in the day for funding n I observed it not even being applied for for many yrs now tons of funds built for yrs but the money does not go to artists it goes to paying wages to city staff

01:50:40 Tarrence Evans: Google "Ancient African Wisdom Podcast" My podcasts are available wherever podcasts are streamed. My Youtube channel is Ancient African Wisdom. Link: <https://www.youtube.com/watch?v=U8nwJCpldMQ>

01:50:49 JD Derbyshire she/her they/them: Thanks Terrance

01:51:05 Elizabeth Smith: ty Terrance best wishes

01:51:22 Lindsay Schonfelder: thank you!

01:51:28 Desiree Nault: Yay! Thanks for sharing Tarrence!

01:51:52 teresa woo-paw: like to get on speaker's list

01:52:17 Tarrence Evans:  
<https://www.spreaker.com/search?query=ancient%20African%20wisdom>

01:52:19 Elizabeth Smith: I want to paint along side other artists

01:53:15 Cesar Cala (he/him/siya): Thank you Anne

01:53:21 Elizabeth Smith: every time I shared my ideas other people did them but did not include me

01:53:21 Pamela Tzeng: Thanks Anne!

01:53:29 CADA Melissa Tuplin (she/her): Hi Elizabeth, it would be beneficial to book some time with Taylor Poitras our Specialist for Individual Artists. Our team would be very happy to discuss your practice and experiences with you.

01:54:25 Elizabeth Smith: I have applied for a grant before but was declined the funds too low to support so many applicants

01:54:58 Xstine Cook (she/her) CAOS: Elizabeth Smith, Gorilla House Live Art is a fantastic place to paint alongside other artists. <https://www.facebook.com/GorillaHouseLiveArt/>

01:55:33 JD Derbyshire she/her they/them: Thanks Jaqs

01:56:21 Elizabeth Smith: my art is valuable I am a treasure places want art for free or very little

01:56:23 CADA Taylor (she/her): I have shared my email privately to a few folks but I am happy to share it here as well: [Taylor.poitras@calgaryartsdevelopment.com](mailto:Taylor.poitras@calgaryartsdevelopment.com) - I run the grant programs for Individuals and Collectives and would love to continue the convo with any and all of you :)

01:56:46 Elizabeth Smith: ty Taylor we have emailed before

01:57:10 Pamela Tzeng: Hi Everyone. There is a letter campaign to urge the Alberta Government to commit to adding Black Canadian History and Anti-racism curriculum in Alberta program of study. Please consider helping by contacting the Minister of Education and your MLA:

01:57:11 Pamela Tzeng: <https://albertantiracismedu.carrd.co/>

01:57:14 Elizabeth Smith: I have volunteered many places

01:57:15 JD Derbyshire she/her they/them: Thanks Taylor

01:57:52 Savanna Harvey she/her: Thanks for the link to the letter campaign, Pam!

01:58:07 Elizabeth Smith: ty everyone yrs ago there was nothing like this for artists

01:58:13 CADA Taylor (she/her): Thanks again Pam

01:58:27 Ayla Stephen: Thanks for that link, Pam!

01:58:43 Cesar Cala (he/him/siya): Thanks Pam

01:58:55 Jacqueline Aquines: thank you Pam

01:59:25 Joshua Dalledonne (he/him): Thank you Pam!

01:59:27 Jacqueline Aquines: Here are AROC's resources <http://communitywise.net/aroc/>

01:59:28 Kat Carson (she/her/hers): Thank you for this link, Pamela!

01:59:52 Joshua Dalledonne (he/him): Thank you Jacqueline

02:00:29 Elizabeth Smith: some cultures really team up n get together I observed this as a volunteer in my community

02:01:26 Jacqueline Aquines: Anti-Racist Organizational Change project through CommunityWise Resource Centre

02:01:59 Melissa Monteros: Can anyone tell me who is speaking...I missed her introduction.,

02:02:03 Jacqueline Aquines: there's also a link to a podcast that raises critical awareness to white supremacy there called the Unlearning Channel

02:02:09 Pamela Tzeng: Its Teresa Woo Paw

02:02:10 Elizabeth Smith: studies are a cash cow not real representation of artists

02:02:19 CADA Patti Pon (she/her/hers): Teresa Woo Paw is currently Speaking

02:02:21 Melissa Monteros: Thank you!

02:02:35 clare preuss: Thanks so much for this conversation. I look forward to much more growth in our community. Donna-Michelle St. Bernard, Yvette Nolan, Jivesh Parasram and Cole Alvis are AD HOC ASSEMBLY "Dedicated to the sustained forward movement of ethno-cultural and socially diverse performance works, processes and traditions." They have created an open source document to support growth in policies and practices: Voluntary Addendum to Engagement. "PURPOSE: To expand the protections implicit in PACT/CAEA's Not In Our Space program to artists who experience a behaviour or environment which, while equally harmful, is not explicitly addressed under the rubric of "sexual harassment and bullying" or "questionable behaviour". This encompasses hostile workplace environments arising from racism, discrimination, violence, exclusion, intimidation, demeaning or diminishment on the basis of cultural or other identity."  
<https://adhocassembly.wordpress.com/voluntary-addendum/>

02:02:37 Melissa Monteros: Teresa, This is great information.

02:02:54 Lindsay Schonfelder: I'm wondering if CADA could share the ways it is formalizing and embedding EDIA into its own practices, lessons learned, etc, on an ongoing basis going forward, so other organizations can learn from the process

02:03:03 JD Derbyshire she/her they/them: Thanks Clare

02:03:52 Elizabeth Smith: if you have the time n energy to go after these funds...see the same people n groups at the trough

02:06:00 Pamela Tzeng: Solid question Mpoe. Thank you

02:06:01 Wunmi Idowu: Thanks Mpoe

02:06:12 CADA Taylor (she/her): Thank you for sharing Mpoe and for asking about accountability.

02:06:48 Jacqueline Aquines: publish the recommendations from AROC and commit to them with a timeline

02:06:58 JD Derbyshire she/her they/them: Thanks Mpoe

02:07:41 Elizabeth Smith: I did an art project for my community n it got thrown out by the cleaner after he knew it was to be displayed

02:08:19 Elizabeth Smith: I offered to teach art for free at my kids school declined but now they pay artists to come in

02:09:27 Alex Chumley (He/Him):I have a question but I am not comfortable speaking. How do you address pushback when introducing diversity inclusion equity and accessibility in your organization, specifically accusations of "performative" diversity? It has been suggested in my organization that the best form of inclusion is "not showing particularity to a particular group". this was brought up specifically in regards to Pride, but I think it can be applied elsewhere.

02:09:27 Elizabeth Smith: I wanted to do paint nights at my community but was declined now they do paint nights

02:10:25 CADA Taylor (she/her): <https://coco-net.org/problem-woman-colour-nonprofit-organizations/#:~:text=The%20%E2%80%9CProblem%E2%80%9D%20Woman%20of%20Colour%20in%20the%20Workplace,United%20States%2C%20really%20struck%20us.>

02:10:26 Dean Bareham, Green Fools (he/him): Green Fools. Yes, we worked with Bow Valley College Diversity on Board.

02:11:14 JD Derbyshire she/her they/them: Thanks Jaq

02:11:20 Elizabeth Smith: I feel discrimination as a white person

02:12:07 Elizabeth Smith: I don't see colour I don't feel like a racist

02:12:44 CADA - Gregory Burbidge (he/him): Hi Elizabeth, that's not really a helpful comment here. Not seeing color often means that you don't see patterns that are only visible when we look through these lenses as well.

02:13:35 CADA Taylor (she/her): Elizabeth - would you be comfortable if I shared some resources with you over email after this town hall? Taylor.poitras@calgaryartsdevelopment.com

02:13:43 Brigitte von Rothemburg: CommunityWise also provides learning

02:13:56 Elizabeth Smith: see that is not correct to assume I don't understand because syntax is difficult

02:14:28 CADA - Gregory Burbidge (he/him): Discrimination and racism is also directly tied to power and authority more power than other people. Systemically, the white community has significantly more power than others, even if it isn't always felt at the individual level. A great starting point might be reading "unpacking the invisible backpack"

02:14:50 CADA - Gregory Burbidge (he/him):  
<https://www.racialequitytools.org/resourcefiles/mcintosh.pdf>

02:15:06 Elizabeth Smith: whites are a minority in Canada now

02:16:54 JD Derbyshire she/her they/them: Yes. Consultant Fees

02:17:05 Elizabeth Smith: we are all humans on this planet

02:17:26 Sarah M: I absolutely agree with Pamela because it is a very emotionally, mentally and physically taxing work.

02:17:37 Ayla Stephen: A fee standard would be so helpful.

02:17:38 Elizabeth Smith: pay to play

02:18:12 JD Derbyshire she/her they/them: Yes But this consulting fee has to be equitable to what white consultants make. Not an honorium

02:18:23 Elizabeth Smith: so now I am not welcome on this chat

02:20:00 Elizabeth Smith: because I am white

02:20:36 JD Derbyshire she/her they/them: What is incremental and what is transformational?

02:22:34 Elizabeth Smith: my son was the only white person in his class no 66.5% white there

02:22:43 Jacqueline Aquines: thank you cesar

02:22:51 Pamela Tzeng: Thank you Cesar for your wisdom and kindness

02:22:56 Michelle Brandenburg (she/her/hers): Teresa brought up a number of civic policies and I was trying to catch policy names/titles and was unsuccessful at documenting and listening. Does anyway recall the ones that weren't necessarily designed for private organizations?

02:22:59 Joshua Dalledonne (he/him): Thank you Cesar

02:22:59 Elizabeth Smith: I am listening

02:23:03 JD Derbyshire she/her they/them: Thanks you Cesar

02:23:11 jacquie walker: thanks Cesar 😊

02:23:12 CADA - Gregory Burbidge (he/him): Thanks, as always, Cesar!

02:23:27 Pamela Tzeng: Thank you JD for your comments before

02:23:32 Lindsay Schonfelder: love that thought Cesar, thank you for sharing

02:23:46 Wunmi Idowu: Thanks JD and Cesar

02:24:56 Kimberley Cooper: I have to run to another meeting, thank you all

02:25:00 Djaka Blais-Amare (she/her) - Calgary Foundation: Let's hold other funders accountable the way CADA is open to being accountable.

02:25:18 CADA Patti Pon (she/her/hers): Thank you Kimberly!!

02:25:35 Joshua Dalledonne (he/him): YES. Pam and Jacqs. Thank you.

02:25:35 Elizabeth Smith: I have a lived experience of being discriminated against constantly

02:25:42 Rose Brow: who is the best person to contact at CADA for that council

02:26:11 Scott Carey: Following Cesar's point, issues like guaranteed income, affordable housing, free public transit, etc. are not outside the realm of the arts and artist livelihoods in Calgary.

02:26:33 JD Derbyshire she/her they/them: Thanks for that comment Scott

02:26:33 Cesar Cala (he/him/siya): Artists as movement builders

02:26:50 Cesar Cala (he/him/siya): And art as movement building

02:27:21 Elizabeth Smith: I wrote casa about an art hub in the n.e. like the one in the s.w.

02:27:24 CADA - Gregory Burbidge (he/him): Great comment Scott - I was on a webinar this week about public policy, and how the arts intersect all those things you're talking about. Super relevant conversation right now.

02:27:30 Anne Azucena (she/her/siya): following Cesar's point - defund the police?

02:28:11 CADA Helen (she/her): Rose, send your questions about the working group to edia@calgaryartsdevelopment.com

02:28:23 JD Derbyshire she/her they/them: I need to leave the call for another one. Thank you everyone

02:28:31 Joshua Dalledonne (he/him): Thank you JD

02:28:31 CADA Taylor (she/her): Thank you JD

02:28:32 CADA - Gregory Burbidge (he/him): Thanks JD!

02:28:36 CADA Helen (she/her): Thanks JD!

02:28:44 Col Cseke: Thank you and love you JD

02:31:37 Anne Azucena (she/her/siya): Before we waffle on should they be funded or shouldn't they, have any of those large white institutions ever been community-assessed?

02:32:06 Wunmi Idowu: Thank you to the CADA team and everyone for joining this insightful discussion

02:32:10 Rose Brow: Big thanks to CADA for creating space for this conversation. it is only the beginning but greatly appreciated.

02:32:19 Sabrina Mueller: thank you to everyone for providing great thoughts for action and consideration in moving forward to make changes to this inequitable environment. Have a good night everyone.

02:32:42 Jeanne Kwong: I have learned a lot as well

02:33:02 clare preuss: Thanks everyone for this discussion as we move forward. I'm gonna go get ready for tonight's board meeting.

02:33:07 Jacqueline Aquines: you're right. capacity building around anti-racism by CADA is a responsibility. as cultural change, often created by art, can precede policy change

02:33:21 Brigitte von Rothemburg: Thanks so much Patti and Team!

02:33:37 Pamela Tzeng: Thanks Col! appreciate you ongoing work and solidarity too.

02:33:42 CADA Marta (she/her): Hi Anne - most of CADA's granting programs are peer-assessed. So yes, large organizations are subject to community assessment when they apply for different grants. Our upcoming Operating Grant Increase process will be peer-assessed

02:34:21 Jacqueline Aquines: great question Anne Azucena

02:35:39 Kathryn Smith (they/them or she/her): Thank you so much to everyone who shared today. Great appreciation.

02:36:01 Beng - ActionDignity (She/Her): This has been a great session! Thank you!

02:36:39 Melissa Monteros: Yes, Anne Flynn....we don't have to reinvent the wheel but to build on that knowledge. This is not a new issue for any of us..

02:38:04 CADA Melissa Tuplin (she/her): I will follow up to Marta's comment, Anne. The programs are peer assessed, however we are aware that historically these committees have been representative of diverse perspectives, particularly BIPOC perspectives. This is something that we have begun to shift over the years, but we recognize that we have a lot further to go in ensuring that our assessment committees are employing anti-racist practices.

02:38:19 CADA Melissa Tuplin (she/her): I'm sorry, have NOT been representative of diverse perspectives.

02:38:27 CADA - Gregory Burbidge (he/him): I forgot to post this earlier. Someone asked about board diversity resources. Arts Workers Equity Portland has developed self assessment tools for arts organizations. They're also helping organizations work to be more culturally responsive.

02:38:30 CADA - Gregory Burbidge (he/him): <https://awepdx.tumblr.com/learningcircle>

02:38:33 Jacqueline Aquines: it's necessary for feminism to always address race, class and gender...navigate with an intersectional lens. (kimberle Crenshaw)

02:38:58 Ayla Stephen: Thanks so much to everyone who spoke today. Really appreciate the time and knowledge.

02:39:07 CADA Taylor (she/her): Agreed Jaqs

02:39:10 Natasha Chaykowski: I don't think second wave feminism and its gains are so easily mapped onto issues around anti-racism here, given that many of those gains explicitly excluded BIPOC women

02:39:19 Pamela Tzeng: Can the resource list and video archive be shared with those who RSVP'd

02:39:48 CADA Taylor (she/her): Thank you Natasha

02:39:54 Pamela Tzeng: Great! Thank you!

02:40:04 Djaka Blais-Amare (she/her) - Calgary Foundation: Good point Natasha

02:40:06 Jacqueline Aquines: 100% natasha. thank you

02:40:44 Anne Azucena (she/her/siya): thank you jacqs and natasha <3

02:40:48 Lindsay Schonfelder: Thank you all for sharing these experiences, insights and resources today, and to CADA for making this space for it. I appreciate the opportunity to participate.

02:41:08 Pamela Tzeng: Yes thank you Natasha and jaqs

02:41:17 Madin Kanayeva: Thank you everyone for sharing

02:41:24 Pamela Tzeng: Thank you team CADA and everyone who attended.

02:41:31 CADA Amy Jo (she/her): It will take us a few to days to get the video and transcripts up but we will be sure to let you know. Thanks everyone.

02:41:36 Djaka Blais-Amare (she/her) - Calgary Foundation: Thank you for this space for this conversation

02:41:37 jacquie walker: thank you! 😊

02:41:43 CADA - Gregory Burbidge (he/him): Thanks Amy Jo!

02:41:44 Peter Hemminger: Thank you everyone for a very thoughtful conversation.

02:41:50 Mpoe M (they/them): thanks CADA! looking forward to the actions following this conversation. have a great evening all!

02:41:54 Michelle Brandenburg (she/her/hers): Thank you to everyone who shared and to CADA for bringing us all into this space today.

02:41:54 Joshua Dalledonne (he/him): Thank you for this today. Grateful for the conversation.

02:41:58 Jacqueline Aquines: Thank YOU Pam, Anne A, Cesar, and CADA team

02:42:00 Jeanne Kwong: Thanks to everyone

02:42:03 Kat Carson (she/her/hers): Thank you to everyone for sharing and for the conversation

02:42:03 Melissa Monteros: I have a quick last comment....that I see many groups looking for education on Unconscious Bias and generally education I the arts—I think the institutions (such as U of C) could use an artist resource base!

02:42:03 Megan Fox: I second what Lindsay is saying. Thank you for all the resources, insights and the conversation!

02:42:05 Pamela Tzeng: Thank you!!!

02:42:10 Melissa Monteros: ThankYOU!

02:42:12 Alane Smith: thank you!

02:42:12 Cesar Cala (he/him/siya): Thanks everyone

02:42:13 Xstine Cook (she/her) CAOS: Thank you

02:42:13 Desiree Nault: Thanks everyone. Take care!

02:42:18 Rose Brow: thanks everyone.

02:42:20 Natasha Chaykowski: Thank you all

02:42:23 Ginger Carlson: Thank you all, looking forward to further conversation and action on behalf of CADA and the greater arts community :)

02:42:34 Xstine Cook (she/her) CAOS: It will send you a download of it

02:43:04 Joshua Dalledonne (he/him): And a thank you to YOU Cesar!

02:43:22 CADA Taylor (she/her): YAAAY