

Topic	Lutter contre le racisme systémique dans les arts et la culture ; Comment bien démarrer notre processus de transformation ?		
Date	January 29th, 2020 830a.m.-1p.m.	Location	Centre culturel Georges-Vanier, Montréal, QC
Host	Diversité artistique Montréal (DAM)		
Participants	22 Representatives from 12 Arts and Cultural Organizations 11 Artists 7 DAM Team Members 1 Design Thinking Facilitator 1 Graphic Visualization Artist		
Notetakers	Collective note-taking and Ezra Bridgman for the graphic visualization		
Facilitators	Jérôme Pruneau, Anne-Laure Mathieu, and Alida Esmail		
Invitation	Targeted		
Intentions, desires, thoughts, and postures while engaging in action against systemic racism in the arts	<ul style="list-style-type: none"> • Being conscious of biases • Dissipate the clouds • Who are we doing this for? • Listening • Learning • The next generation • Proactive • Positive • Curiosity • Discovery • Responsibility • Collective intelligence • Networking • Mutual respect • Sharing • Serious and fun • Hope • Education • Courage 		
What key ingredients are needed to succeed?	<p>Success can be achieved if:</p> <ul style="list-style-type: none"> • Everyone is present • We work differently • We get out of our comfort zones • The necessary time is dedicated • There is collaboration • We talk about it • There are concrete measurable actions • We change perspectives • We personally engage 		
Whose voices are missing around the table?	<ul style="list-style-type: none"> • Indigenous people • Employees at all different levels and departments of the organization. • The Anglophone milieu (artists and organizations) 		

<p>What are the worst things that we could do in the context of this project?</p>	<ul style="list-style-type: none"> • The desire to just check the boxes • Being full of intention without action • Quitting due to white fragility • Not making decisions
<p>What next steps were mentioned as a result of the Gathering?</p>	<p>Pairing 1-2 artists with each of the 12 organizations. Holding three individual workshops in 2020 with each of the 12 organizations. These workshops will bring the artist-organization pairing and DAM around the table to test DAM's recommendations for taking action towards cultural equity in the arts.</p>
<p>Resources</p>	<p>Diversité artistique Montréal. (2018). Towards and cultural equity process: Consultation report on systemic racism in the arts, culture, and media sectors in Montreal. https://www.diversiteartistique.org/wp-content/uploads/2020/01/report-towards-a-cultural-equity-process-web-lr-2.pdf</p> <p>Updates will be posted here : https://www.diversiteartistique.org/pole-recherche/consultation-cultural-equity/?lang=en</p>