

TRAINING RESPECTFUL ADAPTIVE INCLUSIVE NETWORKS

# TRAINING

IN THE ARTS

## EQUITY IN EVALUATION FOR ARTISTS



### FACILITATED BY SHARMALENE MENDIS-MILLARD

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It seems like everyone is talking about equity these days, but what does it mean when it comes to evaluating your work as artists or evaluating arts programming? How can you apply an equity lens to your evaluation? Join us for one or more sessions in this learning stream where we will demystify the evaluation process, talk about principles of equity and examples of applying them in practice, reflect on our own privileges and positionality, and think through how to use evaluation for social justice and change.

Live sessions will open with a grounding exercise that incorporates mindful spirituality and movement for those who can participate, and close with a song.

### ASYNCHRONOUS

GUEST SPEAKERS:  
ASHLEY SHAW & CHARLIE DAVIS

#### Evaluations With Equity-Denied Peoples

Evaluation questions are often inequitable because they don't anticipate the challenges, solutions, or opportunities of people with diverse lived experiences. Hear the perspectives of two people - one blind, one trans man - on what questions to ask and how to ask them.

### FEB 09 1-3 PM ET

GUEST SPEAKER:  
MIKE BOYLAN

#### Exploring One's Own Culture and Bias

An introduction to exploring how one's own cultural identity and lived experiences influence one's values, attitudes, behaviours, and biases. This interactive workshop will provide a framework for beginning (or continuing) the process of unpacking one's cultural identity with the goal of better understanding our experiences of connecting across cultural difference.

### ASYNCHRONOUS

GUEST SPEAKERS:  
ANN MARIE BEALS, MAYA LEFKOWICH, & JENNICA NICHOLS

#### Arts-Based Methods for Justice-Oriented Evaluation

Evaluation has been dominated by Eurocentric and patriarchal worldviews that create and reinforce inequities. Arts-based methods can resist these colonial approaches by centering diverse ways of knowing and engaging people with realities and experiences of systemic marginalization. They also make space for authentic self-expression. Using data collection strategies that reflect how people authentically feel, experience, and think can enrich evaluations. Learn about digital oral storytelling of Black-Indigenous peoples on Turtle Island, collage, and photography, and consider what might work for you.

### FEB 15 1-2:30 PM ET

GUEST SPEAKER:  
KARLY RATH

#### Equity vs Equality, Anti-Oppression and Reflecting on Privilege

Get your colourful pens / pencils ready to draw out your privilege flower! After a review of terms such as equity vs equality, intersectionality, and systems of oppression, you will brainstorm advantages and disadvantages felt by people within our dominant culture. Reflect on your own positionality and how it might affect your work and how you evaluate it.

### ASYNCHRONOUS

GUEST SPEAKERS:  
MAYA LEFKOWICH, JENNICA NICHOLS & NICK PETTEN

#### Demystifying Evaluation, Applying an Equity Lens, & Arts Techniques

Who and what is being evaluated, by whom, how, and for what purposes? Learn the language and concepts typically used in evaluation (e.g., theory of change, logic model), what applying an equity lens can mean, and how arts techniques (e.g., drawing and poetry) can be used to distill values, meanings, and assumptions. We will also reflect on how the Truth and Reconciliation Commission's Calls to Action in evaluation can help us work toward social justice.

### MAR 09 3:30-5:30PM ET

GUEST SPEAKERS: HEATHER KRAUSE,  
JOANA LINCHO & SILVIU KONDAN

#### Who Are You Engaging, and How? Social Identity Data Collection & Analysis

To even begin to address equity issues we need to recognize the differences among people's experiences and outcomes. Collecting disaggregated demographic data can allow for nuanced and intersectional analyses. Learn what choices you can make to embed equity in your evaluation and hear an example of how to engage youth in data collection and sense-making to prioritize their voices and views.

### ASYNCHRONOUS

GUEST SPEAKER:  
ANDREA L.K. JOHNSTON

#### Indigenous Evaluation Approaches & Methods

Reflect on the Truth and Reconciliation Commission's Calls to Action and learn about Indigenous evaluative thinking, theory, and culturally responsive methodological practices.

### MAR 22 1-3 PM ET

GUEST SPEAKER:  
AMANDEEP KAUR SINGH

#### Culturally Responsive Evaluations: Examples from Working with South Asian Communities

What is culturally responsive evaluation, and how to "do no harm?" Research about and with South Asian communities will be used as examples to highlight issues throughout the evaluation process such as ownership, representation, and how important language is when communicating results to address system failures rather than further stigmatize communities.

### MAR 30 2:30-4:30 PM ET

GUEST SPEAKER:  
NICOLE BOWMAN

#### Arts with the Ancestors: Strengthening Evaluation with Indigenous Evaluation & Use of the Fine Arts

Evaluations and data have been used to create and reinforce harmful colonial and patriarchal systems. How can evaluations be done in ways that value and integrate Indigenous ways of knowing, being and doing? We will focus on how music, video, audio, and other art forms can inspire evaluation work.

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