

PMF DEI Committee's 2020 Anti-Racism Series Syllabus

During the Summer and Fall of 2020, the Production Managers Forum's DEI Committee responded to the murder of George Floyd, and the unjust killings of too many other Black people in America with a period of acknowledgment, mourning, reflection, and reckoning.

The DEI Committee embarked upon a journey with Production Managers nationally to address racism and elevate awareness of racism and bias, those that are explicit and implicit. The DEI Committee wished to immerse themselves and the forum into a process of moving from isolated allyship to action. In this document, we share the sessions that took place over the span of 21 weeks, and we invite you to use this syllabus as a platform to engage in activities and learning opportunities.

This is an evolving and incomplete document. We are certain that things will be added, subtracted, and finessed--this work is never finished, and therefore, this document is forever incomplete!

Questions

If you have any questions regarding this document, feel free to email the Diversity, Equity, & Inclusion Committee at DEI.PMF@gmail.com. The email will be seen by all the co-chairs, one of whom will respond.

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Land Acknowledgement, Meeting Expectations, and Group Agreements

Land Acknowledgement

Draw your awareness to your physical relationship to earth, if possible, making direct contact.

We open with the acknowledgement that the land on which each of us is currently located is occupied territory. It is the traditional land and ancestral home to Native American, Indigenous, and First Nations peoples. I ask that you join me in the next minute in acknowledging the tribal group of your current location and honoring their elders both past and present. We would invite everyone on the call to participate via the chat function. Website Resource: <https://native-land.ca/>

Meeting Expectations

- It will NOT be a place for action, problem solving, or “fixing.” If you are looking for easy answers, we are sorry to say that is not possible.
- It WILL be a place for questioning, interrogating and, hopefully, learning. This work is not easy, but it is necessary.
- We acknowledge that everyone is at a different stage in their learning process and emphasize that ALL are welcome.
- Join us any time you are able. These meetings will continue through the summer and fall, and possibly beyond. We know not everyone can make all meetings and that is ok. Even if you come to one it will be worth it.
- We are not experts in this work. We are here to guide and do the work along with you.

Group Agreements

1. Assume positive intent. We are all working towards the same or similar goals.
2. Use “I” statements, speak from your own perspective and lived experience.
3. What is said here stays here, what is learned here leaves here.
4. Do not dominate the conversation, try to be concise. Step forward, step back.
5. Approach each conversation with self-awareness of your own biases and fragility.
6. Focus on you as an individual and as a member of this industry, not as a representative of your organization.

Meeting Format

The following is a typical meeting format for each week, though a few sessions differed. Meetings were all one hour long. The topics and resources were shared in a weekly email to the PMF a few days before each session. Discussion prompts were occasionally shared ahead of time too.

- **Welcome:** Invite participants to change their Zoom Username to present their Name, Personal Pronouns, Location (We shifted to location rather than organization during the pandemic*).
- **Land Acknowledgement:** Facilitator reads the DEI prepared Land Acknowledgement, listed above, then invites everyone on the call to participate via the chat function. Website Resource: <https://native-land.ca/>
- **Meeting Expectations:** Facilitator reads through the Meeting Expectations and Group Agreements listed above.
- **Conversation Introduction:** Facilitator introduces the conversation topic to the group with context, prompts, and other information before going into the breakout rooms or larger conversations.
- **Breakout Rooms:** Participants go into assigned breakout rooms of approximately 4-5 individuals to discuss the prompts for 20 minutes.
- **Special Note:** We added specified BIPOC affinity breakout rooms on certain topics (i.e. 7 Circles of Whiteness).
- **Debrief/Post-Breakout Rooms:** Participants return to the main room to discuss with the larger group conversation pieces and findings from their breakout rooms.
- **Feedback:** At the end of each meeting, surveys were issued to collect feedback, which led to adjustments or new topics in future sessions. A sample feedback form can be found here:
 - [PMF Anti-Racism Series, Week #21 Feedback Survey](#)

Week #1: Anti-Racism Starter Kit (6/18/2020)**Overview**

The DEI Anti Racism sessions started with the foundation of the Anti Racism Starter Kit. The purpose of the Antiracism Starter Kit is to help navigate individual next steps after answering the call to become antiracist. It is meant to be used as a blueprint as each individual finds your own rhythm in this work that is sustainable and practical for how we learn and grow.

Resources

- [Anti-Racism Starter Kit](#) by L. Glenise Pike.
 - Focusing in on the 4 stages of the work: Awareness, Education, Self-Interrogation and Community Action.

Breakout Room Prompts

Reference the Anti-Racism Starter Kit Reflection/Self Study Worksheet to focus on the stage of 'awareness.'

- What was the catalyst for your awareness on this topic?
- What incident brought this issue to your attention?
- What are your current areas of confusion on this topic or issue?
- What do you hope to learn from this resource at this point of your process?

Week #2: White Privilege - Unpacking the Invisible Knapsack (6/25/2020)**Overview**

Holding space to address racial privilege and its intersections with other factors of privilege—class, gender, sexual orientation, religion, etc. As a forum, doing the self work of identifying, unpacking, and dismantling the ways your behaviors uphold and perpetuate white supremacy. To inspire and encourage others to start the process of doing the same.

Resources

- [Peggy McIntosh's *White Privilege: Unpacking the Invisible Knapsack*](#).
- [Anti-Racism Starter Kit](#) by L. Glenise Pike.
- [How Privileged Are You? BuzzFeed Quiz](#)

Breakout Room Prompt

Reflection upon taking the [How Privileged Are You? BuzzFeed Quiz](#), as well as unpacking the other areas of privilege we each uphold in our day to day lives.

Week #3: Characteristics of White Supremacy (07/02/2020)**Overview**

The resource outlines characteristics of white supremacy culture which show up in our organizations. Culture is powerful precisely because it is so present and at the same time so very difficult to name or identify. The characteristics listed below are damaging because they are used as norms and standards without being pro-actively named or chosen by the group. They are damaging because they promote white supremacy thinking. They are damaging to both people of color and to white people. Organizations that are people of color-led or a majority people of color can also demonstrate many damaging characteristics of white supremacy culture.

Resources

- [The Characteristics of White Supremacy](#)
 - Posted on [Showing Up for Racial Justice](#), from [Dismantling Racism: A Workbook for Social Change Groups](#)

Breakout Room Prompt

- What characteristics are upheld in our industry and how can we as individuals improve and dismantle these behaviors?

Week #4: Anti-Racism Starter Kit (07/09/2020)**Overview**

Reflecting on the past three weeks of material and tying them together.

Resources

- [Anti-Racism Starter Kit](#) by L. Glenise Pike.
- [Peggy McIntosh's White Privilege: Unpacking the Invisible Knapsack](#).
- [The Characteristics of White Supremacy](#)

Breakout Room Prompts

- What has stuck out for you from the resources we have reviewed so far?
- How have these resources changed any of your previous thoughts, beliefs, or practices?
- In what ways can you hold yourself accountable to the information you learned about yourself and your behaviors?

Week #5: We See You White American Theater Demands (07/17/2020)

Overview

Based on your personal processing of this list, please come to this week's meeting prepared to share one action item of Anti-Racism that you can pledge to do in your life right now. This can be at work, at home, with friends, etc.

Resources

- **Main Resource** - We See You White American Theater Demands: <https://www.weseeyouwat.com/>
- **Supporting Resources**
 - **Panel:** [Black Theatre United Town Hall – “Activating Black Artists and Allies for Racial Justice”](#)
 - **Podcast:** [Scene on Radio’s Seeing White podcast](#)
 - **Documentary:** [Netflix documentary – 13th](#)
 - **Event/Opportunity:** [Groundwater Arts’ gathering on “Decolonized Leadership Practices” on Thursday, July 16th](#)
 - **Event/Opportunity:** [Ibram X. Kendi’s conversation on his book “How to be an Anti-Racist” on Monday, July 20th](#)

Breakout Room Prompts

- What is one Anti-Racism action that you pledge to do in your life right now as an individual?
- What are 2-3 We See You WAT Demands you can take back your theatre and activate?

Discussion Notes

- Created List of Anti-Racist Actions from the Comments/Feedback
- Please see the Action Items accessible for review in the Google Spreadsheet: https://docs.google.com/spreadsheets/d/12HGO6GdnjpljeaQ3eM3A_fdc74Z2vS4nJhIQvjShCbc/edit#gid=0

Week #6: 7 Circles of Whiteness (07/24/2020)

Overview

The seven circles of whiteness is a learning tool that puts a name to the myriad of ways that whiteness exists as a construct in American culture by highlighting specific behaviors and thinking patterns associated with each of the categories. The 7 Circles of Whiteness also explores the overlap within the way that whiteness exists. This learning tool uses the concept of a circle to represent the duality of sequence and overlap that exist within whiteness, which helps to unbind rigidity around the way that whiteness has historically been defined.

Resource

- [The 7 Circles of Whiteness](#)

Breakout Room Prompts

Referenced from 7 Circles of Whiteness Questions on Documentation

- Did any of the circles resonate with you? If so, which circles did you resonate with and where do you hope to be? (Anonymous Poll Taken)
- Identify three to five characteristics or behaviors that you would like to change within yourself?
- What tangible actions within the circles do you need to do AND/OR stop doing?
- Based on this tool how might you develop a plan to begin or continue anti-racist work?
- What might help your community move higher in the circles?

Week #7: Robin DiAngelo - White Fragility (07/31/2020)**Overview**

White Fragility is a vital, necessary resource, a bracing call to white folk everywhere to see their whiteness for what it is and to seize the opportunity to make things better now. A key step and resource in this anti-racism journey.

Resources

- **Main Resource** - [Robin DiAngelo's *White Fragility*](#)
- **Supporting Resources**
 - [Teaching White Podcast featuring Robin DiAngelo](#)
 - [Teaching Tolerance Interviews Robin DiAngelo: White Fragility in the Classroom](#)
 - [NY Times Magazine: White Fragility](#)
- **Additional Resources**
 - Video: [Uncomfortable Conversations with a Black Man](#)
 - Documentary: [Teach Us All](#)
 - Podcast: [NPR Code Switch Podcast](#)

Breakout Room Prompts (we offered a separate BIPOC only breakout room)

- Does the framework of white fragility illuminate moments of racism in your life or at your institution?
- How can we use the framework of white fragility to identify and combat oppression in our lives/at our institution?
- How can we build the stamina necessary to talk about race?

Week #8: We See You White American Theater Demands (08/07/2020)

Based on your personal processing of this list, please come to this week's meeting prepared to share one action item of Anti-Racism that you can pledge to do in your life right now. This can be at work, at home, with friends, etc.

Resources

- **Main Resource** - We See You White American Theater Demands: <https://www.weseeyouwat.com/>
- **Supporting Resources**
 - Townhall: [Black Theatre United Townhall – “Our Voices, Our Votes, Out Time”](#)
 - Podcast: [Small Doses](#)
 - Documentary: [Disclosure](#)

Breakout Room Prompts

- Additionally, as you reflect on the *List of Demands* and the action items compiled, consider these prompts for tomorrow's breakout rooms:
 - What are you considering implementing on this list of demands at your organization? What are the barriers in your way?

Week #9: Ibram X Kendi - How to be an Antiracist (08/14/2020 & 08/17/2020)

Overview: This week we explore Ibram X. Kendi's simple and complex duality - "There is no such thing as a 'not-racist' policy, idea or person. Just an old-fashioned racist in a newfound denial. All policies, ideas and people are either being racist or antiracist. Racist policies yield racial inequity; antiracist policies yield racial equity."

Resources

- **Main Resource(s)**
 - **Video:** [The difference between being "not racist" and antiracist | Ibram X. Kendi](#)
 - **Article:** [This is what an antiracist America would look like. How do we get there?](#)
- **Supporting Resources**
 - **Articles**
 - [The Atlantic: What Freedom Means](#)
 - [The Atlantic: American Nightmare](#)
 - [NY Times: Ibram X Kendi An Antiracist Reading List](#)
 - **Videos**
 - [Aspen Institute Interview with Ibram](#)
 - [Professor Ibram X. Kendi | How To Be Anti-Racist | The Search for Racial Equity](#)
 - **Books**
 - Stamped from the Beginning
 - How to be an Anti-Racist
 - Stamped – Racism, Antiracism and you

Breakout Room Prompts

- Now that you have considered Kendi's dichotomy of "people and things are either racist or antiracist," how is that in conversation with Jones and Okun's White Supremacy Characteristic of "either/or thinking"?
- To aid in the discussion, and because Kendi advocates being clear on definitions, we crafted a short definitions sheet to use in the breakout room...
 - <https://docs.google.com/document/d/1GXrwpkgj1Ubv-FHqnkexxaGx3esQ9hhZeSJVk1x2JPw/edit?usp=sharing>

Week #10: Nicole Brewer - Anti-Racist Theater (08/21/2020 & 08/24/2020)**Overview**

Following Kendi's analysis of racism and anti-racism in society, we are pleased to bring you Nicole's work which offers a model for anti-racism work in theater.

From Nicole's Bio:

Nicole Brewer is an actor, director, educator, and passionate advocate for anti-racist theatre. Nicole has spent the last five years refining and practicing an inclusive method of theatre training and practices which she calls Conscientious Theatre Training (CTT). She has authored four articles about the need for the theatre industry to shift away from racist and oppressive models to ones which are anti-racist and antioppressive. Her article, "Why Equity Diversity and Inclusion Are Obsolete," was reported by American Theatre as one of their top ten most read stories of 2019.

As mentioned in podcast, and in her workshops, Nicole advocates for developing an anti-racist ethos (both individually and organizationally), then using that in service of harm reduction, harm prevention, and relationship repair.

Resources

- **Main Resources**
 - **Article:** [Why EDI is Obsolete.](#)
 - **Podcast:** [How to Make Anti-Racist Theater.](#)
- **Supporting Resources**
 - [American Theatre: Training with a Difference](#)
 - [DC Metro Arts: Anti Racist Theater and We See You WAT](#)
 - [HowlRound Article: Parents of Color and The Need For Anti-Racist Theatre Practices](#)
 - [HowlRound Article: Playwrights of Color, White Directors, and Exposing Racist Policy](#)
 - [Nicole Brewer Website](#)

Breakout Room Prompts

- How are specific EDI policies at your theater, or that you've encountered, actually racist? How are they counterproductive to dismantling oppression?"
- What are the ways you can counter racist EDI policies and ideas with an anti-racist policy?

Week #11: March on Washington (08/31/2020 & 09/04/2020)**Overview**

This week we are not meeting on Friday, August 28 because we are asking everyone to attend the virtual March on Washington. We will discuss the event(s) and their impact on you and what you've learned/discovered on this anti-racism journey and how we, as a society, have or have not changed. Those discussions will happen on Monday, August 31 and Friday, September 4. We will not meet on Labor Day. You do not need to attend all the march events to participate in the discussions, please attend as many as your schedule allows. Here are the links to the [event](#) and the [NAACP](#). Here is a brief line-up of events:

- Thursday, August 27, 8-10pm ET
 - Weekend opening remarks from activists and organizations, music and more!
- Friday, August 28, 11am-3pm ET
 - Virtual rally and socially distant march in D.C. (for those who choose to attend) led by Martin Luther King III and the families of Black people who have died at the hands of police officers. We will March on Washington to restore and recommit to the dream Dr. Martin Luther King defined 57 years ago.
- Friday, August 28, 9-11pm ET
 - The event will conclude with a night of virtual programming, including a major keynote address and musical performances.

Resources

- <https://2020march.com/>
- <https://www.naacp.org/marchonwashington/>
- <https://2020march.com/speakers/>

Breakout Room Prompt

- What impact did the 2020 March have on you and what have you learned/discovered on this anti-racism journey about how we, as a society, have or have not changed?

Discussion Notes

- Martin Luther King - I Have A Dream Speech - August 28, 1963:
<https://youtu.be/smEqnklfYs>
- I HAVE A DREAM (Full Text March on Washington Speech):
<https://www.naacp.org/i-have-a-dream-speech-full-march-on-washington/>

Week #12: Kimberlé Crenshaw - Intersectionality (09/11/2020 & 09/14/2020)**Overview**

Intersectionality is a lens through which you can see where power comes and collides, where it interlocks and intersects. It's not simply that there's a race problem here, a gender problem here, and a class or LGBTQ problem there. Many times that framework erases what happens to people who are subject to all of these things.

Resources

- **Main Resource:** [TED talk by Kimberlé Crenshaw](#) (18 minutes) who originated the term in 1989.
- **Supporting Resources:**
 - [What is intersectionality, and what does it have to do with me?](#)
 - [Demarginalizing the Intersection of Race and Sex](#) (the article in which Crenshaw originated the term).
 - [The Combahee River Collective Statement](#) (they were practicing intersectional activism well before Crenshaw gave it that name)
 - [The Intersectionality Wars](#)

Breakout Room Prompts

- In what ways was your understanding of intersectionality the same as what Kimberlé Crenshaw meant when she coined the term? In what ways was it different?
- Similar to the case of Emma DeGraffenreid and the car manufacturing plant shared in the video, what are some policies, practices, or incidents in theater that create challenges which are unique for those with multiple marginalized identities?

Week #13: Color Blindness (09/18/2020 & 09/21/2020)

Overview: This week, we look at a concept most of us were taught - colorblindness. In the words of our first resource, "The colorblind approach to race is not an accidental phenomenon; rather, it is the result of an education – a training – that many of us have received, especially White Americans... Unfortunately, like many other lessons we have been taught... colorblind ideology is fraught with problems and pitfalls."

Resources

- **Main Resource:** [7 Reasons 'colorblindness' contributes to Racism Instead of Solves It](#)
- **Supporting Resources:**
 - Article: [Confronting Colorblindness](#)
 - Youtube: [Just Stop Talking About Race!!](#)
 - Youtube: ["Your Black Friend"](#)
 - TED Talk: [Color Blind or Color Brave](#)
 - Book: *The New Jim Crow: Mass Incarceration in the Age of Colorblindness* by Michelle Alexander
 - Netflix: When They See Us (Please watch this)

Breakout Room Prompts

- Discuss why the concept of colorblindness is harmful to anti-racist work.
- Identify colorblind policies you've encountered in theater that deny/invalidate someone's identity. (And go deeper than colorblind casting please.)

Discussion Notes

- As Supreme Court Justice Harry Blackmun famously wrote, "To overcome racism, one must first take race into account."

Week #14: Bias (09/25/2020 & 09/28/2020)**Overview**

It is important to distinguish implicit racial bias from racism or discrimination. Implicit biases are associations made by individuals in the unconscious state of mind. This means that the individual is likely not aware of the biased association. Implicit racial bias can cause individuals to unknowingly act in discriminatory ways. This does not mean that the individual is overtly racist, but rather that their perceptions have been shaped by experiences and these perceptions potentially result in biased thoughts or actions. No one is immune from having unconscious thoughts and associations, but becoming aware of implicit racial bias creates an avenue for addressing the issue

Resources

- **Main Resource:** National Museum of African American History and Culture: [Talking About Race Series: Bias](#).
- **Secondary Resources**
 - TED Talk: [How to Overcome Bias](#)
 - YouTube: [Implicit Bias: Peanut Butter, Jelly and Racism](#)
 - Podcast: [The Mind of the Village: Understanding Our Own Implicit Biases](#)

Group task

- Please take the following test:
<https://implicit.harvard.edu/implicit/takeatest.html>
- Click "I wish to proceed" at bottom.
Then select "Race IAT" test.
- We'll take 10 mins for the test. Then we'll have 20 minutes for the breakout chat. Then a report-out discussion afterwards.

Breakout Room Prompts

- How did the test change your perspective on your biases?
- What are some of your other biases - positive or negative - that you are aware of?
- How do biases become norms? How do we stop certain biases from becoming norms?

Week #15: Indigenous Communities and Land Acknowledgement **(10/02/2020 & 10/05/2020)**

Overview

This week we are discussing the Indigenous People whose land we now occupy. We would like you to research the people whose land you (or your organization) now occupy and learn about their history, where they are now, organizations they may be affiliated with, etc. We want to be more than passive activists around this subject.

Resources

- **Culturally Sensitive Activities and Resources**
<https://americanindian.si.edu/nk360/pdf/Honoring-Indigenous-Inhabitants-Land-Acknowledgement.pdf>
- **Article** <https://www.npr.org/2019/10/14/769083847/columbus-day-or-indigenous-peoples-day>
- **Podcast - Revolutionary Left Radio**
<https://podcasts.apple.com/us/podcast/revolutionary-left-radio/id1218054701?i=1000488941429>
- **Podcast- Seeing White**
<http://www.sceneonradio.org/episode-35-little-war-on-the-prairie-seeing-white-part-5/>
- **Ted Talk - Language is the building block of thought | Madeline Sayet**
<https://youtu.be/dPnlaM7w0gM>

Discussion Prompt (no breakout rooms)

Please research your designated land in advance of the meeting or in the designated 10 minutes. Potential research points

1. Indigenous Peoples Day Activities (That you can attend Monday Locally/Virtually)
2. Arts Institutions
3. Cultural Centers
4. Businesses
5. Historical
6. Volunteer

We'll take 5 mins for the research. Do your own learning, then share it out.

Special Open Week Resources (10/09/2020 & 10/12/2020)

We are not meeting this week in observance of Indigenous People's Day (Monday, October 12). Instead, we encourage you to observe the holiday by attending an event or taking an action to support and uphold the rights of Native Americans in the US. Some possible actions/observances include:

- Delve deeper into the research begun last week about the tribes on whose land you live or work.
- Attend an event celebrating Indigenous People's Day.

- If your organization or institution observes Columbus Day rather than Indigenous People's Day, lobby for a change to the latter, and find materials to educate your staff.

Resources/Starting Points

Land Guides and Acknowledgement Toolkits

- [Native Governance Center's Guide to Indigenous Land Acknowledgement](#)
- [Land Acknowledgement: You're on California Indian Land, Now What?](#)
- [Honor Native Land: A Guide and Call to Acknowledgment](#)
- [Indigenous Ally Tool Kit](#)

Articles

- [To Native Americans, reparations can vary from having sovereignty to just being heard](#)
- [9 Things to Do on Indigenous Peoples Day](#) (2019, but still relative)
- [Indigenous Peoples' Day: Rethinking How We Celebrate American History](#)

Videos

- [Reconsider Columbus Day](#)
- [Native Communities: Fight for Atonement](#)
- [Williamstown Theatre Festival Panel **](#)

***Suggest watching opener for Land Acknowledgement and the larger conversation for more insight to the work and WSYWAT.*

Other Resources

- [Native Movement Resources: Books, Movies, Podcasts, Articles, etc.](#)
- [Real Rent Duamish](#)

Week #16: Uplifting and Supporting BIPOC Peers (10/16/2020 & 10/19/2020)

Overview

This week, we will discuss how we can better support BIPOC artists, managers, technicians, and theater makers as they join the industry, take on new roles, or start at new organizations.

Resources

- **Main Resources**
 - [Black Women on being Set Up to Fail](#)
 - [Lesley Lokko Resigns as Dean of Spitzer School of Architecture at City College of NY](#)
- **Secondary Resources**
 - [Dealing with Impostor Syndrome when You're Treated as an Impostor](#)
 - [Doors Open for Women and People of Color at Top Ranks of American Theater](#)
 - [The American Theatre Was Killing Me: Healing from Racialized Trauma in the Workplace](#)

Breakout Room Prompts

- We talk about hiring all the time when discussing EDI, but still fail to support the Black, Indigenous and People of Color we hire. Using the examples from the articles, what are some ways we've failed to support them? What are things we can change to address this specific aspect of hiring?
- What support are you/your org willing to offer after the person is hired?

Week #17: Equity During the Pandemic (10/23 & 10/26)**Overview**

This week we are going to focus on the effects of the Covid on BIPOC in America and how structural and systematic racism has made the pandemic even harder on this part of the population.

Resources

- [NPR: Senate Democrats Call On Congress To Fix Racial Disparities In Health Care](#)
- [Racism Health Crisis](#)
- [Smithsonian Magazine: Why Black, Indigenous and POC Experience Greater Harm during Pandemic](#)
- [Structural Racism, Social Risk Factors, and Covid-19 — A Dangerous Convergence for Black Americans](#)
- [Racism, Not Race, Drives Inequity Across the COVID-19 Continuum](#)
- [CDC: Health Equity Considerations and Racial and Ethnic Minority Groups](#)

Breakout Room Prompts

- Why are Black and Latinx communities seeing higher infection and death rates than other communities?
- Why do the media, politicians, and even some members of those communities believe it's a product of ignorance or how much they care?
- How can these answers help inform our understanding of BIPOC folx within predominantly white theater organizations?

Week #18: Voter Suppression (10/30 & 11/2)**Overview**

This week we are focusing on voting and voter suppression, specifically where that intersects with race.

We also acknowledge that there are a lot of resources available this week. Read, watch or listen to what you can, but more importantly, look at the history and current situation of your current location or hometown. Was or is there disenfranchisement or any barrier to voting and who did it affect? We will be sharing our local experiences in the meeting.

Resources**Articles**

- [NY Times: The Attack on Voting, Trump Voting Fraud](#)
- [NY Times: Federal Judge Blocks Texas Governor's Move to Limit Ballot Drop Off Sites](#)
- [Do Something: 7 Signs Voter Suppression Could be Happening Near You](#)
- [USA Today: Voter Suppression could keep these States from Turning Blue](#)
- [GMA Timeline of Voter Suppression in the US from the Civil War to Today](#)
- [People's School DC: History of Voter Suppression](#)

Podcast: [Scene on Radio, S4 E7 Freedom Summer](#)

Video: [Obama's Eulogy for John Lewis](#)

Discussion Prompt (no breakout rooms)

- Share-outs to the larger group from research

Week #19: Where Do We Go From Here? Election Response (11/6 & 11/9)**Overview**

Our goal for this upcoming session is twofold, acknowledging the election and holding space for it; through the lens of where do we go from here. Regardless of who wins the election, this work is ongoing and fatigue is a real challenge.

Resources

- **Main Resources**
 - [The Shop: Uninterrupted](#)
 - [Racial Battle Fatigue](#)
- **Secondary Resources**
 - [Joe Biden Might Still Win, But White Supremacy is Undefeated](#)
 - [Blaming Donald Trump is Too Easy: This is Us.](#)
 - [America Had a Reckoning on Race This Year. The Election Showed How Little Has Changed](#)

Discussion Prompt (no breakout rooms)

- Share-outs to the larger group of Where Do We Go From Here?

Week #20: BIPOC Vendors, Businesses, Shopping (11/13 & 11/16)

Overview

This week we are focusing on expanding our networks and knowledge of BIPOC vendors. Take a look at the links below, but the primary piece of homework is to do some research on BIPOC businesses and communities in your geographic area, and come prepared to share with the group. We'll compile everyone's lists to share out after the session. While our focus will be on assembling a list of theatre-relevant vendors, we would also like to work on shifting our holiday spending to BIPOC-owned businesses—bring names of those holiday shopping stores, too.

Resources

- [Lowe's pledges another \\$30m in support of minorities, small businesses](#)
- [Support Black Owned](#)
- [Official Black Wall Street](#)
- [Intentionalist](#)
- <https://cityservices.baltimorecity.gov/mwboo/>

Discussion Prompt (no breakout rooms)

- Break-out into rooms based on regions to discuss (numbered out)
- Discuss BIPOC vendors and businesses that we can shift the focus of in our institution across all depts and how we as individuals can assure we are supporting BIPOC owned businesses are prioritized before major corporations.

Week #21: Reflection & Wrap Up (11/20 & 11/23)

Overview

We're ENDING the Anti-Racism Series!! ... Just kidding, we're just going to take a pause for the rest of 2020 and will look to restart in 2021. In service of that, we wanted to offer a flashback episode this week! We hope to reflect on the past sessions to discuss some prime topics that were impactful, as well as discuss how these sessions have reshaped our lens as Production Managers and individuals. For reference, see the session titles listed below and in the attached PDF.

Discussion Prompts (no breakout rooms)

- Share a session/experience that was impactful to you and why?
- How have these sessions reshaped your lens as Production Managers and individuals?
- What is one thing you can do to address racism in your daily life?
- What is one thing you can do to address racism in your organization or organizations you collaborate with?
- What is one thing you and/or your organization can do to address racism in your arts sector?