



PUBLIC ARTS EQUITY IN ACTION

with Shanice Bernicky and Annalissa Crisostomo

**CULTURE
DAYS**

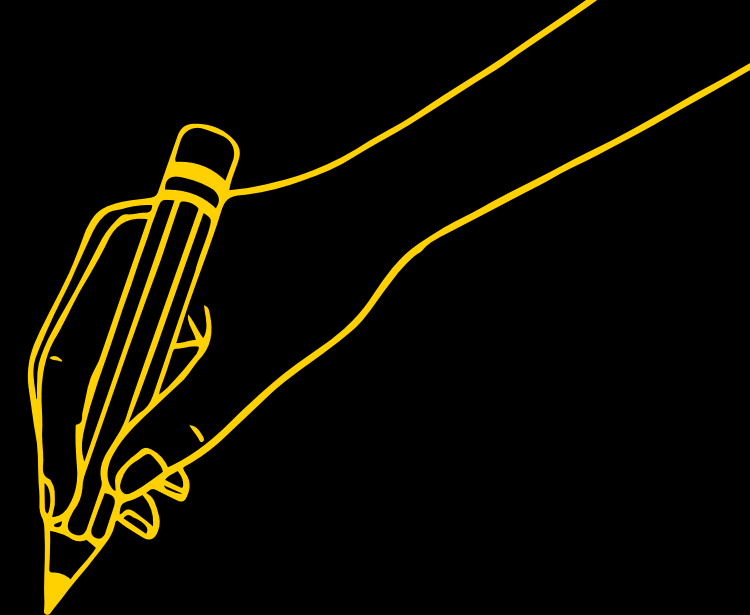




SHANICE BERNICKY

PhD Student, Resident Researcher

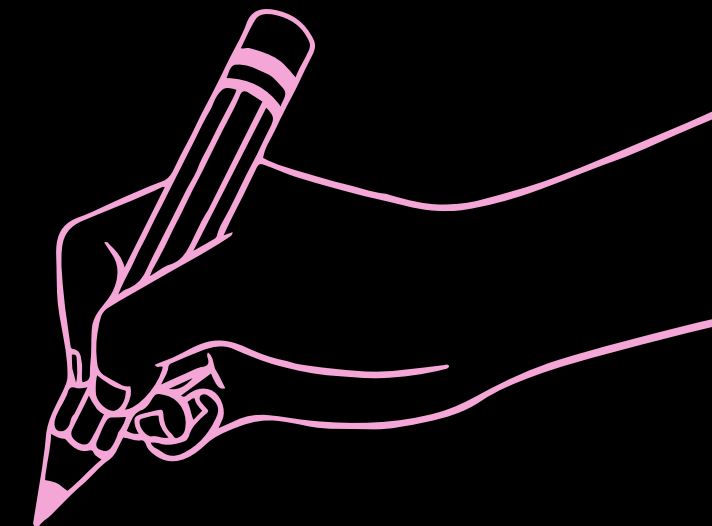
Shanice Bernicky (she/her, elle) is a media maker and fourth-year PhD student at Carleton University's School of Journalism & Communication. She completed a Master's research-creation thesis in Media Studies at Concordia University, as a non-linear documentary exploring themes of domestic violence, heritage, and multi-racial identity from the axis point of natural Black hair. As a freelance video editor, she has worked on a myriad of projects on rich topics such as Indigenous laws and practices outside the settler-Canadian legal framework, feminist commentary on science and technology studies, and environmental issues connecting the East and the West. Shanice has also held a position as a junior analyst at the Centre on Diversity and Inclusion out of the Treasury Board of Canada. At Carleton, Shanice researches equity practices in the settler-Canadian public arts institutions. When she's not working, she can be found knitting or with her hands in earth.





ANNALISSA CRISOSTOMO

Community Consultant & Educator



Annalissa Crisostomo, M.Ed (she/her) is a creative educator, artist, and community facilitator with nearly a decade of experience in Community Education and Engagement. She is passionate about the transformative power of the arts and creativity to ignite and foster leadership, healing, and social change. Annalissa is currently pursuing her PhD in Adult Education and Community Development at the University of Toronto (U of T) with a focus on creative and radical healing pedagogies within organizations and community learning spaces. Having joined Community Impact Consulting as a Community Consultant in early 2022, Annalissa continues to cultivate a strong foundation in critical education and anti-oppression to empower diverse individuals and groups in and through the arts. She is also a course instructor at Sheridan College where she teaches Community Approaches to Arts-based Research & Advocacy and Social Movements and Social Change. Annalissa has worked with a wide range of groups across sectors and fields including, but not limited to: East End Arts, National Culture Days, Dancemakers, Toronto Alliance for Performing Arts (TAPA), FLOURISH collective, and Northeastern University.



Scan me for a script of the presentation.

PUBLIC ARTS EQUITY IN ACTION

Shanice Bernicky, Carleton
University PhD Student & Mass
Culture Resident Researcher

Annalissa Crisostomo, University of
Toronto PhD Student, Community
Consultant & Educator

Culture Days Webinar
February 22, 2024

AGENDA

1. Reflexive writing exercise (2 minutes)
2. How the project came to be?
3. What influenced the content of the framework?
4. How is the framework being implemented?
5. Annalissa's experience with the research process
6. Adaptable Examples for Application of Equitable Practice
7. Summary of Public Arts Equity in Practice
8. Reflexive writing exercise (2 minutes)

Reflexive writing exercise

2 minutes

In your professional role, what does "assessment" mean for you?

THE RESEARCH-IN-RESIDENCE PROJECT

Access in Counterpoint



Living Climate-Impact
Framework for the Arts



Spiralling Outwardly for
Equity in Public Arts



How can access to the arts and culture sector from coast-to-coast-to-coast be more equitable?

How can participatory methods be used to engage more community members in the move toward more equitable cultural spaces?

Surveying
Literature

Fieldwork

Framework
Creation

Validation &
Implementation

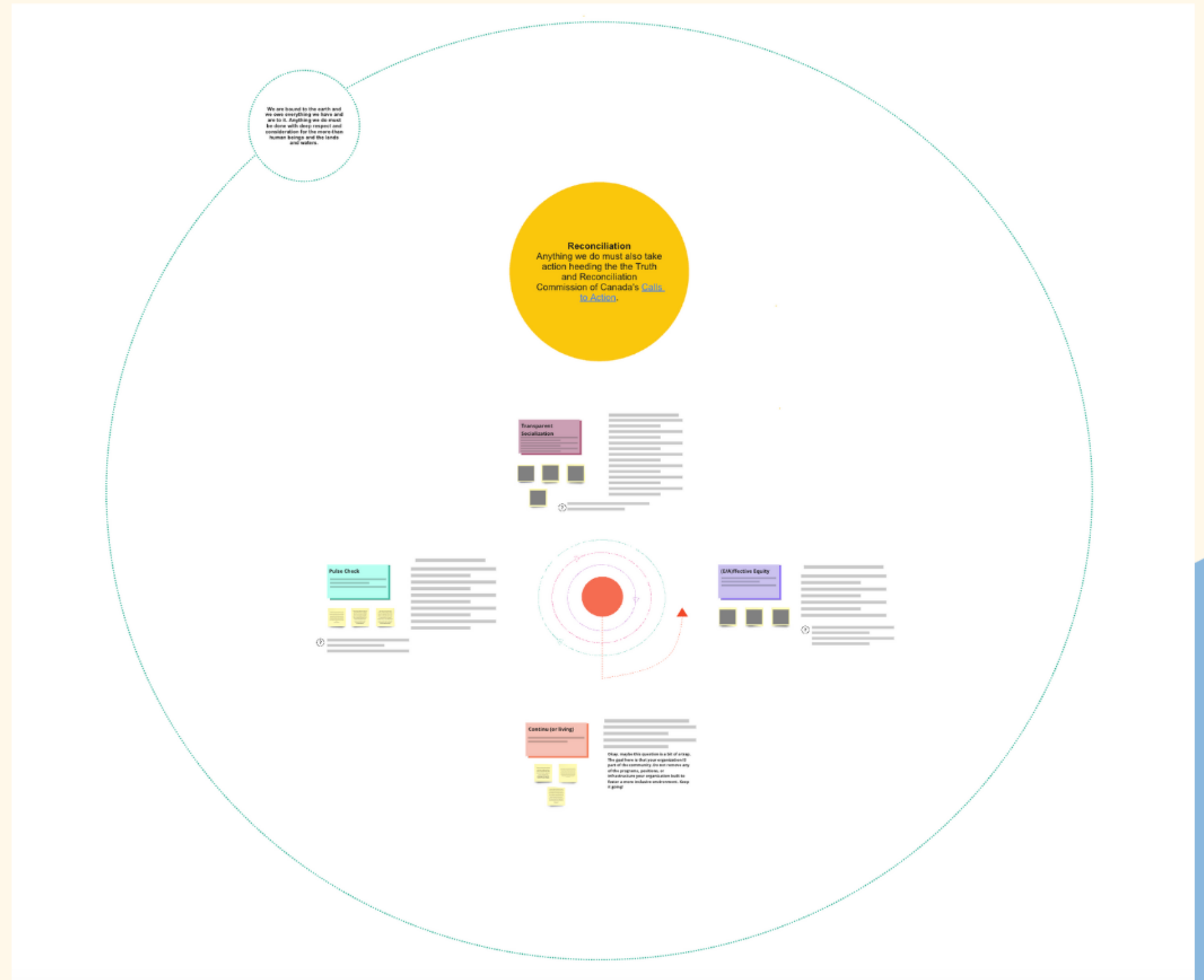
Maker-Space Gatherings

Adaptation of the “walking interview” – making together while we explore a common theme.

1. **Prompting** reflection through colour, texture, sound and shape
2. **Attempting** to overcome painful memories
3. **Engaging** in laughter and communal care by world-building together

“FIGHTING THE SYSTEM THROUGH OUR ARTISTIC PRACTICE.”

Jackie Latendresse



Indicators for Action

Pulse Check:

- Review subject matter and artist intersections engagement trends
- Ensure anonymity
- Consider data transparency & ownership

Transparent Socialization:

- Appoint permanent community liaison(s)
- Provide compensation for expertise
- Practice on-going consent
- Share resources with other organizations

(E/A)ffective Equity

- Hold space for diverse mind-bodies to congregate without micro-management.
- Ask: Is your organization ready
- for restructuring?

Continu (or living):

- Do it all over and over again.
- Remove nothing you've built as part of this process.
- Remember, your org. is part of the community!

Annalissa's Experience with the Research Process

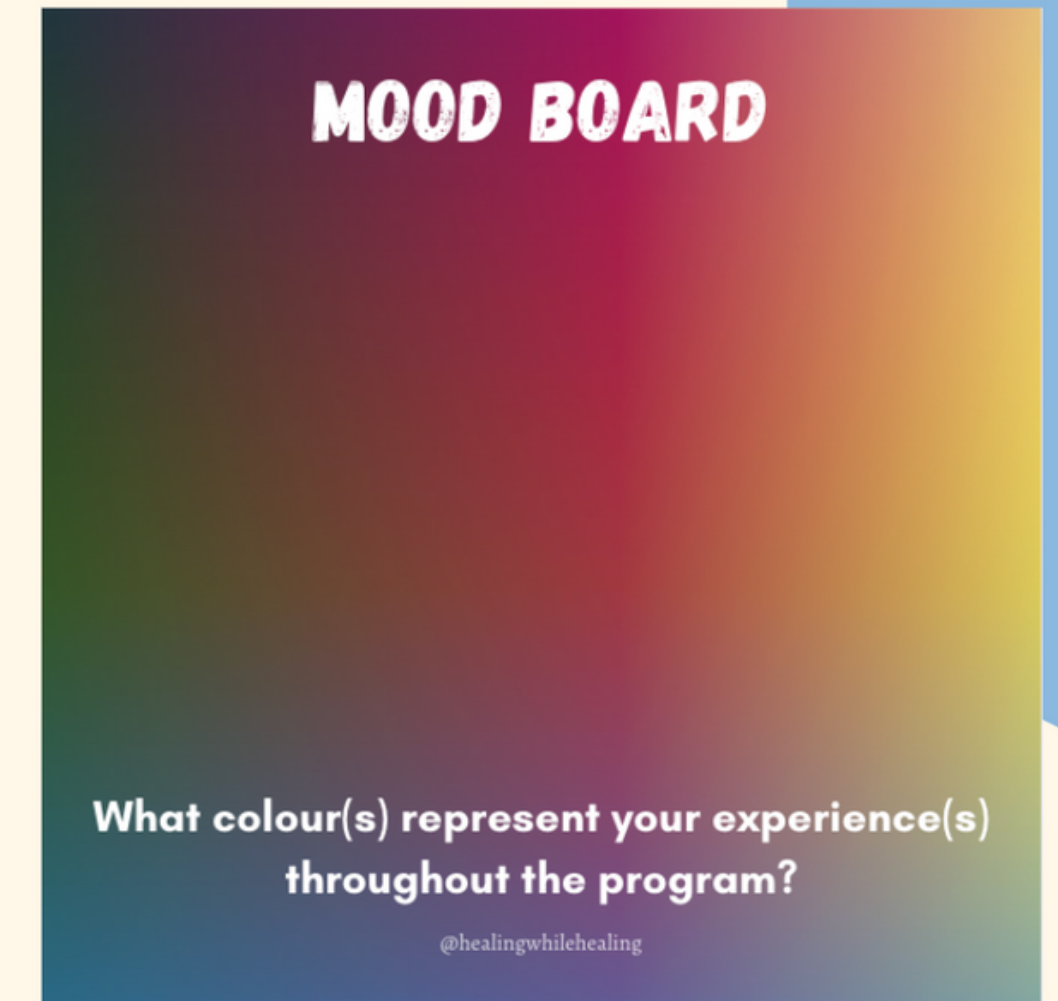
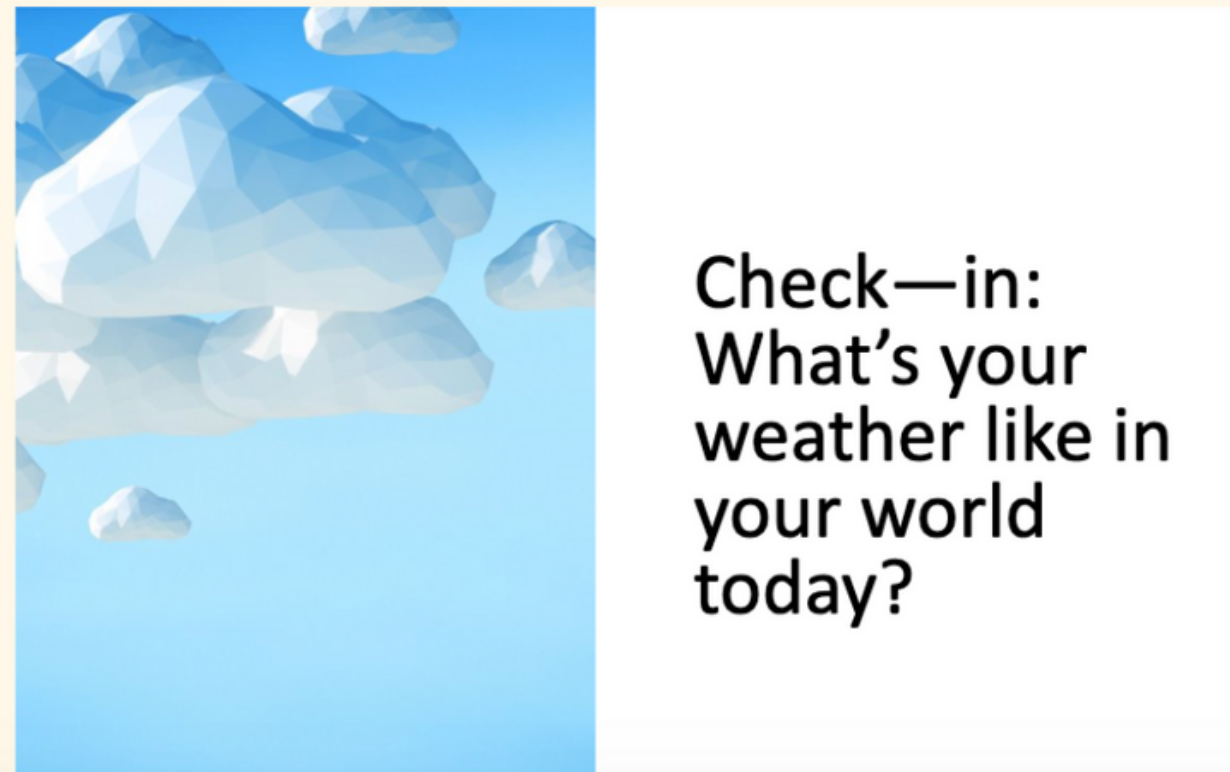
and how it reflects a
community approach to
(arts-based) equitable
practice

- Trust-building & Role-modeling vulnerability
- Participatory
- Multiple Meanings & Naming our realities through Art & Creativity
- Community Feedback Loops

Additional Adaptable Examples for Application

Pulse Check
(E/A)ffective Equity
Continu (or living)

- Formative & Summative Assessment
 - surveys, interviews & focus groups
 - Townhalls, people's assemblies
 - Creative prompts & exercises



Additional Adaptable Examples for Application

What does it mean to honour and acknowledge time, knowledge, and energy?

- **Formal recognition & Naming your Lineages of work (with consent)**
 - ex. including names of co-collaborators on reports
- ***Monetary compensation (where possible)**
 - Paid days off, leaving work early
- **Investing in opportunities for personal & professional growth**
 - mentorship
 - nominations & personalized reference letters
- **Advocating with and/or on behalf** of peers, participants, community members doing the work, especially if they are from and equity-deserving group

Reflexive writing exercise

2 minutes

After these short presentations, has the meaning of "assessment" changed for you? Go further than yes or no - ask yourself why.

**THANK YOU FOR LISTENING
THANK YOU FOR ATTENDING
THANK YOU FOR YOUR
CONTRIBUTIONS TO OUR PUBLIC
ARTS SECTOR**

Please feel free to send in any questions to:
shanicebernicky@cmail.carleton.ca
annalissa@communityimpactconsulting.org

Summary of Equity in Practice Guided by the Framework & Experience

- **Honouring Experience & Emotions** as sources of knowledge and ways of knowing
- **Being grounded and continuously connecting** to what is happening 'on the ground'
- **Be brave enough to be uncomfortable**
 - ask the hard questions, be accountable, master the apology when called in/out
- **Exercising and inviting creativity and play** into the space (equity work can be fun!)

CULTURE DAYS

CELEBRATING 15 YEARS!

SEPTEMBER 20–OCTOBER 15, 2024

culturedays.ca