



cultural equity
learning community



CELC Partners & Sponsors



Unit 1: Week 1 Roadmap



Where we are heading?

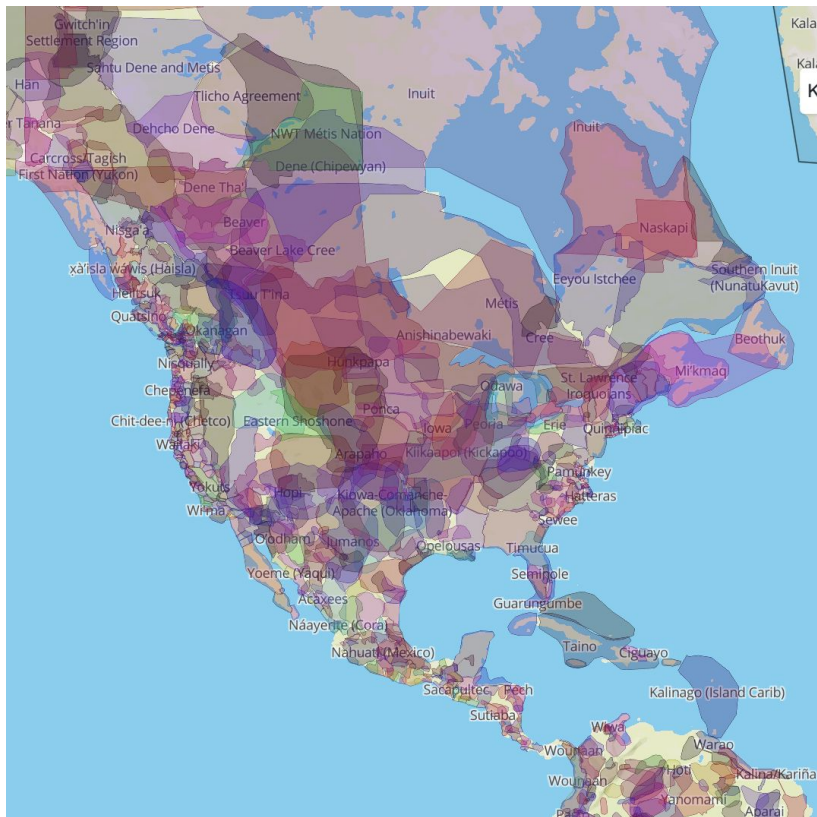
- **Step 1:** land acknowledgment
- **Step 2:** setting the stage
 - co-facilitation team introductions
 - Unit 1 overview, material delivery
 - objectives, hopes, goals and commitments
- **Step 3:** dive into Processing Grief & Injustice

Stop 1: Digital Land Acknowledgement

From producer and artist, Adrienne Wong:



Since our activities are shared digitally to the internet, let's also take a moment to consider the legacy of colonization embedded within the technology, structures, and ways of thinking we use every day. We are using equipment and high-speed internet, not available in many indigenous communities. Even the technologies that are central to much of the art we make, leaves significant carbon footprints, contributing to changing climates that disproportionately affect Indigenous people worldwide. I invite you to join us in acknowledging all this, as well as our shared responsibility to make good of this time and for each of us to consider our roles in reconciliation, decolonization, and ally-ship.



**What
land(s)
are you
on?**

What land(s) are you on?

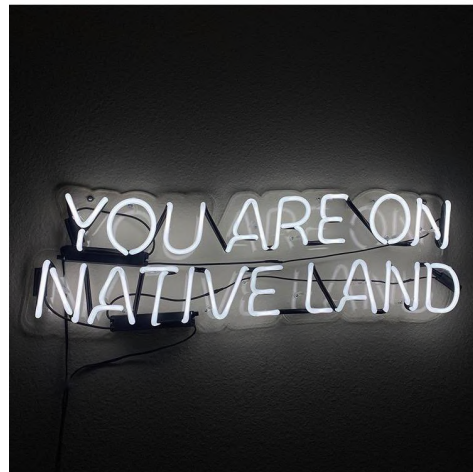
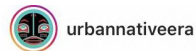
How to acknowledge the land(s) you are on:

- Step 1:** Locate the Indigenous community lands you are on via www.native-land.ca
- Step 2:** Learn about the Indigenous communities through research
- Step 3:** Follow and support story maps, like this one on LA: [Mapping Indigenous LA](#)
- Step 4:** Pay a land tax -- a voluntary annual financial contribution that non-Indigenous people can make, example: [Shuumi Land Tax: Sogorea Te' Land Trust](#) [look for this type of work and fund in your home communities and on the land(s) you occupy]
- Step 5:** Follow Indigenous artists and pay for their work

Follow, Listen, Pay, and Support

A few artists we love to follow on Instagram:

@danzaorganica | @kentmonkman | @chief ladybird | @monique.aura | @dzalcman | @midnight.wolverine | @elceebee | @urbannativeera | @iah.q | @bgirlpyro | @dweeb.art | @dawnspears | @indigenoussvengeance



Stop 2: Why Are We Here?

**To move towards
acknowledgement &
shared liberation**

CELC Core Team

Alyssa Liles-Amponsah



CELIC Core Team

Marian Taylor Brown



Building Anti-Racist Co-Conspiratorship

- Week 1:** Where are you in this moment? Where do you want to be? Processing grief and injustice.
- Week 2:** Walking into privilege, what stories do you hold?
- Week 3:** Language matters: diversity, equity, inclusion, ability, implicit bias, microaggressions, anti-racism, anti-Blackness.
- Week 4:** Language matters: defining -- ally, accomplice, co-conspirator, intersectionality, cultural equity, creative justice.
- Week 5:** What are your assets? Diving deeper into creative justice.
- Week 6:** Tracing roots of institutional and systemic oppression, what history were you taught?
- Week 7:** Manifestations in the arts and culture sector, are we unique? What is unique to you?
- Week 8:** Revisiting lessons from Unit 1, preparing for next steps.

Material Delivery

Weekly lectures & homework

Every Monday you will receive pre-recorded lectures to your inbox. Each lecture will have guiding questions, and you will receive a weekly worksheet to complement the lecture, which also includes the weekly homework.

Drop-in's

We will host drop-in "office hours". A week prior to the drop-ins we will email a sign up sheet, with up to 20 practitioners joining per drop-in. This is a great place to ask questions and address sticky points.

Peer-to-Peer Mentorship Match

The CELC did the initial "match" for the P2P mentorship, and now it's up to you and your colleagues to figure out how you want to learn alongside one another through meetings and check-ins.

Expert panel

At the end of Unit 1 we will host an expert panel featuring BIPOC | QTPOC leaders in order to deepen knowledge and community learning, live streamed by our partners at HowlRound.

Core Objectives & Hopes

Core Objectives

Reduce harm towards Black, Indigenous, Queer, Trans and/or Person of Color arts leaders.

Increase skill sets and accountability of white arts and culture sector leaders.

Build co-conspiratorship and deeply examine what it means to build anti-racism co-conspiratorship

Build equitable organizations by examining what it means to build anti-racist arts and culture orgs

Our Hopes

Eradicate apathy, create empathy

Activate confident co-conspiratorship

Foster and evolve learning communities

Move beyond learning to action

Stop 3: Processing Grief & Injustice

**A person is more important than
anything else, anything else.**

- James Baldwin

BLACK LIVES MATTER

Guiding Questions

Question 1

How can you be mindful and intentional as an arts leader about introducing, teaching and encouraging anti-racist practices within your organization?

Question 2

How can you nurture awareness and empathy regarding the long history of lethal anti-Blackness in our country?

A Word From 1963



James Baldwin Interviewed by Kenneth Clark

This clip is from a 1963 interview and takes place after Baldwin's meeting with then Attorney General, Robert F. Kennedy about the state of Black people in the US.

Reactions & Thoughts

What has permeated your mind the most as you process what is happening in your home community, and in our country, right now?

Let's take 5 mins of reflective processing with this question.

A Word From Toni Morrison on Grief



Toni Morrison

How do you grapple with the long history of apathy on the part of the majority in regard to the persecution of Blackness?

Coping & Reflection

Taking time to reflect

- How have you been impacted by the heavily circulated video and images of George Floyd's killing?
- How has your part of the city [or community at large if you are not in a city] been impacted by the recent protests and subsequent unrest?
- Do you have someone you can talk to about how you feel?
- How have you practiced self-care during this time?
- Do you have suggestions for us that you would like to share with the group?

Let's take 5 mins of reflective processing with these questions (although we encourage you take longer).

Parting Words [food for thought] from Shanaé Burch

The logo features three white diagonal lines on the left side of a large orange rectangle. To the right of these lines, the words "cultural equity" and "learning community" are stacked vertically in a white, lowercase, sans-serif font.

cultural equity
learning community

Shanaé Burch

She series (She/Her/Hers)

Irvine in Orange County

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Continued Learning

Homework Assignment #1

- Look to the weekly guide for more information
- Choose a path that works for you
- Connect with colleagues and loved ones
- Share what you read and what you learn
- Move toward action



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