

Cultural Pluralism in the Arts  
Movement Ontario  
{CPAMO}

## CULTURAL PLURALISM ARTS MOVEMENT ONTARIO

### PLURALISM ORGANIZATIONAL CHANGE (CPAMOPOC)

### PROJECT PARTNERS 2016- 2018

The following organizations have been involved in the first CPAMOPOC project involving 13 arts services organizations. Of these, four organizations have co-facilitated educational sessions with CPAMO and will work with CPAMO to co-facilitate sessions in the proposed project. These are identified by \*. The project partner arts organizations for 2016-18 are:

- 1) Theatre Ontario
- 2) Ontario Presents \*
- 3) Playwrights Guild of Canada \*
- 4) Carfac Ontario
- 5) Canadian Dance Assembly
- 6) Media Arts Network Ontario \*
- 7) Opera.ca
- 8) Toronto Association of Performing Arts
- 9) Ontario Association of Art Galleries \*
- 10)Dancer Transition Resource Centre
- 11)CanDance Network
- 12)WorkinCulture \*
- 13)The Writers Union of Canada

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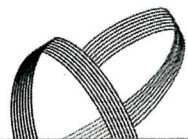
Advisory Committee members: **Kathleen Sharpe**, Executive Director, Ontario Cultural Attractions Fund | **John Ryerson**, former Director Cultural Services, City of Markham | **Patty Jarvis**, Executive Director, Prologue to the Performing Arts | **Ronnie Brown**, Oakville Centre for the Arts | **Eric Lariviere**, General Manager Flato Markham Theatre | **Alicia Rose**, Time Raiser | **Kate Cornell**, Executive Director, Canadian Dance Assembly | **Bruce Pitkin**, Executive Director, Theatre Ontario | **Warren Garrett**, Executive Director, Community Cultural Impresarios/Ontario Presenters Network | **Helen Yung**, Independent Artist and Former Co-Coordinator Canada Council Stand Firm Network (Ontario and Manitoba) | **Mimi Beck**, CanDance Network | **Jason Ryle**, Executive Director, imagineNATIVE | **Cindy Yip**, Little Pear Garden Collective | **Anita Agrawal**, Consultant and Former Co-Coordinator Canada Council Stand Firm Network (Ontario and Manitoba) | **Charmaine Headley**, Collective of Black Artists | **Rebecca Burton**, Playwrights Guild of Canada | **Millie Knapp**, Executive Director, Association of Native Development in the Performing and Visual Arts | **Soheil Parsa**, Artistic Director Modern Times Theatre | **Lata Pada**, Artistic Director Sampradaya Dance Creations | **Bea Pisano**, Artistic Director Aluna Theatre |

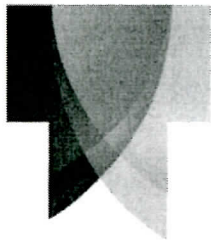
Board of Directors: **John Ryerson**, Board Chair | **Sheniz Janmohamed**, Board Treasurer | **Farwah Gheewala**, Member-at-Large | **Astrid Ho**, Member-at-Large | **Perry Voulgaris**, Member-at-Large

Staff: **Charles C. Smith**, Executive Director | **Kevin A. Ormsby**, Program Manager | **Victoria Glizer**, Program Assistant |

Contact information: 473 Jones Avenue, Toronto, ON M4J 3G7 | 416-686-3039 | [info.cpamo@gmail.com](mailto:info.cpamo@gmail.com) | [www.cpamo.org](http://www.cpamo.org) |

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December 14, 2017

**Re.: Support for CPAMO Application for Supporting Artistic Practice: Sector  
Innovation and Development**

To Whom It May Concern:

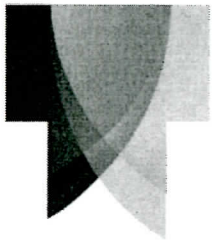
Theatre Ontario is a not for profit arts service organization that has been fostering theatre by nurturing theatre artists at every stage of their careers, and supporting accessible and affordable theatre across the province for over forty-five years. We are a unique bridge between professional educational, and community theatre, helping to contribute to the creative, cultural and economic vibrancy of Ontario's regions, municipalities and communities. We are recognized as leaders in training and developing Ontario's theatre practitioners, and are one of the most important sources of individual learning for hundreds of theatre artists. As Ontario's champion for theatre, we advocate for growth, cultivate theatre resources, provide educational opportunities, foster collaboration within the theatre community, and build innovation into everything we do.

As a member of the Advisory Committee for CPAMO I want to convey my support for the CPAMO application to you for this exciting program aimed at engaging diverse arts organizations with Indigenous, racialized and other historically marginalized artists and communities.

I have had the opportunity to participate in CPAMO's pilot project involving 13 arts services organizations (Cultural Pluralism Arts Movement Ontario Pluralism Organizational Change – **CPAMOPOC**) and I have been very interested in CPAMO's public events and artistic showcases called **The Gathering** with its focus on impact assessment and pluralist aesthetics.

Combined, these two are exciting projects that so clearly intersect, enabling participants to see the relationship between pluralism organizational change and how Indigenous, racialized and other marginalized artists develop and articulate their arts practices. The former seeks to enable arts organizations to change our governance and operations while the latter enables arts organizations to understand why, i.e., the importance of learning about these artistic practices so that arts organizations can enhance our curatorial competence and build strong relationships with these artists in order to involve them meaningfully in our governance and operations.

It is in this context that our organization has participated in the first round of CPAMOPOC and looks forward to contributing and participating as we can in the second round.



401 Richmond St. W. Suite 350  
Toronto, Ontario M5V 3A8  
T: 416-408-4556  
F: 416-408-3402  
[theatreontario.org](http://theatreontario.org)

We remain committed to the success of CPAMO and therefore encourage you to support this exciting, timely and critically important composite project for a Canada Council for the Arts investment.

Sincerely,

Bruce Pitkin  
Executive Director



**CARFAC**  
ONTARIO

December 11, 2017

To Whom It May Concern:

**Re.: Support for CPAMO Application for Supporting Artistic Practice:  
Sector Innovation and Development**

CARFAC Ontario is a provincial arts service organization that has been advocating for the economic and legal rights of visual artists for over 40 years. We also provide a wide range of front-line programs and services to 800+ active dues-paying members. We are widely regarded as a leader in the establishment of best practices for the visual arts sector and are pleased to express our support of CPAMO's application to the above program.

CARFAC Ontario has been participating regularly in the programming provided by CPAMO in the interests of improving our internal operations and implementation of our programs to better serve Indigenous, racialized and other historically marginalized artists and communities. CPAMO lead Charles Smith also did excellent and groundbreaking work as the consultant on the development of a diversity roadmap for the Toronto International Film Festival during my time there as Manager, Public Affairs back in 2009. As a result, I am confident in providing my wholehearted support for his ability to deliver the programming for which he is applying to Council for funding assistance.

We also have a keen interest in continuing to benefit from the programming provided by CPAMO, which fills an important role for organizations in the arts community like CARFAC Ontario who do not have the financial and human resources to hire consultants to provide guidance and support as we seek to ensure that we remain relevant, responsive, and inclusive to all the communities we are mandated to serve.

I encourage you to support CPAMO's application for this exciting, timely and critically important composite project.

Sincerely yours,

Sally Lee  
Executive Director, CARFAC Ontario

**THE VOICE FOR PROFESSIONAL ARTISTS**

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414-401 Richmond Street West, Toronto, ON M5V 3A8  
Phone: 416-340-8850 / Fax: 416-340-7653  
Toll-free: 1-877-890-8850  
[www.carfacontario.ca](http://www.carfacontario.ca) / [carfacontario@carfacontario.ca](mailto:carfacontario@carfacontario.ca)



Dec. 11, 2017

To Whom It May Concern:

**Re.: Support for CPAMO Application for Supporting Artistic Practice: Sector Innovation and Development**

The organizations noted below by way of email are writing to support the CPAMO application to you for the above referenced program aimed at engaging diverse arts organizations with Indigenous, racialized and other historically marginalized artists and communities.

Representatives of these organizations have had the opportunity to participate in CPAMO's pilot project involving 13 arts services organizations (Cultural Pluralism Arts Movement Ontario Pluralism Organizational Change – **CPAMOPOC**) and have been interested in and attended some of CPAMO's public events and artistic showcases called **The Gathering** with its focus on impact assessment and pluralist aesthetics.

Combined, these two projects are designed to enable participants to see the relationship between pluralism organizational change and how Indigenous, racialized and other marginalized artists develop and articulate their arts practices. The former seeks to enable arts organizations to change governance and operations while the latter enables arts organizations to understand why, i.e., the importance of learning about these artistic practices so that arts organizations can enhance our curatorial competence and build strong relationships with these artists in order to involve them meaningfully in our governance and operations.

It is in this context that these organizations have participated in the first round of CPAMOPOC and look forward to contributing and participating as they can in the second round.

They encourage you to support CPAMO's application for this timely and important composite project.

Sincerely yours,



Diane Davy  
Executive Director



15 Case Goods Lane, Studio 304, Toronto, Ontario, Canada, M5A 3C4 T: 416.204.1082 F: 416.204.1085 E: info@candance.ca

December 11, 2017

To Whom It May Concern:

Re.: Support for CPAMO Application for Supporting Artistic Practice: Sector Innovation and Development

The organizations noted below by way of email are writing to support the CPAMO application to you for this exciting program aimed at engaging diverse arts organizations with Indigenous, racialized and other historically marginalized artists and communities.

Representatives of these organizations have had the opportunity to participate in CPAMO's pilot project involving 13 arts services organizations (Cultural Pluralism Arts Movement Ontario Pluralism Organizational Change – CPAMOPOC) and have been interested in and attended some of CPAMO's public events and artistic showcases called The Gathering with its focus on impact assessment and pluralist aesthetics.

Combined, these two are exciting projects that so clearly intersect, enabling participants to see the relationship between pluralism organizational change and how Indigenous, racialized and other marginalized artists develop and articulate their arts practices. The former seeks to enable arts organizations to change our governance and operations while the latter enables arts organizations to understand why, i.e., the importance of learning about these artistic practices so that arts organizations can enhance our curatorial competence and build strong relationships with these artists in order to involve them meaningfully in our governance and operations.

It is in this context that these organizations have participated in the first round of CPAMOPOC and look forward to contributing and participating as they can in the second round.

They encourage you to support CPAMO's application for this exciting, timely and critically important composite project.

Sincerely yours,

A handwritten signature in cursive script that reads "M. Buck".

Executive Director  
The CanDance Network



Canadian Dance Assembly  
L'Assemblée canadienne de la danse

December 11, 2017

I am writing on behalf of the Canadian Dance Assembly (CDA) to support CPAMO's application to the Canada Council for the Organizational Change program (Cultural Pluralism Arts Movement Ontario Pluralism Organizational Change – **CPAMOPOC**). The in-depth program aims at engaging numerous arts service organizations with Indigenous, racialized, and other historically marginalized artists and communities. It is a timely equity program needed by many organizations.

I have been one of thirteen representatives that have had the opportunity to participate in CPAMO's pilot project from 2016-2018. We have met monthly and used the Critical Response Program to consider our programming. In addition, the CDA attended CPAMO's public events and artistic showcases called **The Gathering**, with its focus on impact assessment and pluralist aesthetics.

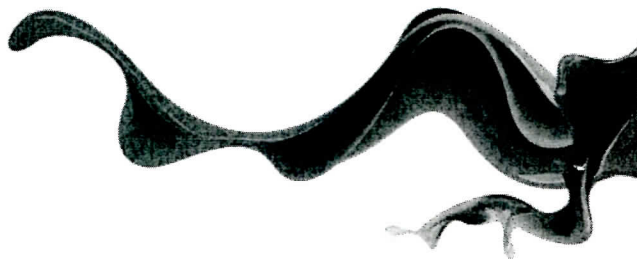
Combined, these projects clearly intersect, enabling participants to see the relationship between pluralism organizational change and how Indigenous, racialized and other marginalized artists develop and articulate their arts practices. CPAMO's application is a timely and critically important composite project.

Sincerely yours,

A handwritten signature in cursive script that reads 'Kate Cornell'.

Kate Cornell

Executive Director/Directrice Exécutive



From: **Jacoba Knaapen** [jacobak@tapa.ca](mailto:jacobak@tapa.ca)  
Subject: RE: December/January CPAMOPOC Sessions and Grant Support  
Date: December 5, 2017 at 12:40 PM  
To: Charles Smith [charlescsmith@rogers.com](mailto:charlescsmith@rogers.com)  
Cc: Kevin A. Ormsby [kashedance@hotmail.com](mailto:kashedance@hotmail.com), Shula Strassfeld [shula.strassfeld@gmail.com](mailto:shula.strassfeld@gmail.com), V Glizer [vikglizer@gmail.com](mailto:vikglizer@gmail.com),  
Sheila Wilmot [sheila.wilmot@gmail.com](mailto:sheila.wilmot@gmail.com)

JK

Good morning Charles, I am happy to support on behalf of TAPA.  
Jacoba



**Jacoba Knaapen**, Executive Director

Toronto Alliance for the Performing Arts (TAPA)

e. [jacobak@tapa.ca](mailto:jacobak@tapa.ca) | p. 416.536.6468 x25

401 Richmond Street West, Suite 350, Toronto, ON M5V 3A8



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TONight app today to get info and tickets!



From: **Amanda Hancox** ahancox@dtrc.ca  
Subject: Re: December/January CPAMOPOC Sessions and Grant Support  
Date: December 10, 2017 at 4:49 PM  
To: Charles Smith charlescsmith@rogers.com



Hello Charles,  
How is this from the DTRC:

The Dancer Transition Resource Centre (DTRC) entered into the CPAMOPOC initiative to gain a better understanding of what constitutes meaningful engagement with Indigenous and marginalized dance artists. The workshops have helped us map out our plans for organizational change as we address equity, equality, and diversity within the DTRC. While the CPAMO learning sessions were vitally important to our process, the peer to peer learning — struggles, successes, creative inclusion initiatives of other organizations — was equally valuable. The DTRC is extremely grateful to CPAMO for its leadership and guidance as we developed our Community Engagement and Understanding project.

Amanda

From: **Warren Garrett** warren@ontariopresents.ca  
Subject: Re: cpamo letters of support  
Date: December 14, 2017 at 1:57 PM  
To: **Smith Charles** charlescsmith@rogers.com



Charles - here's OP's paragraph:

Ontario Presents fully supports CPAMO's application to the Canada Council for the Arts' Supporting Artistic Practice: Sector Innovation and Development program.

Ontario Presents supports CPAMO's ongoing work in developing cultural pluralistic practices among Ontario's arts service organizations in order to reveal and remove systemic biases and barriers that are continuing to racialize and marginalize Ontario's artists and communities.

Ontario Presents is focused on exploring its own practices that form these systemic barriers and is committed to removing them and building a safe and welcoming environment for artists and cultural workers in the touring and presenting field. Through our participation in CPAMO's Pluralism Organizational Change initiative we are diving deeply into our relationship practices in order to become aware of and remove those cultural biases that prevent us from forming respectful and appreciative relationships with racialized and marginalized artists in our presenting practices. This endeavour includes: revising our mission, values, and organizational foundation documents; review board and staff recruitment and composition practices; and re-thinking our cultural relationship management practices.

Ontario Presents is certain that its participation in CPAMO's Pluralism Organizational Change initiative will not only transform its role and purposes, but will also bring it closer in collaboration with our arts service organizations to build a better future for generations of artists to come.

Sincerely,

Warren Garrett  
Executive Director, Ontario Presents

From: **PGC ED** [execdir@playwrightsguild.ca](mailto:execdir@playwrightsguild.ca)  
Subject: Re: December/January CPAMOPOC Sessions and Grant Support  
Date: December 11, 2017 at 11:49 AM  
To: Charles Smith [charlescsmith@rogers.com](mailto:charlescsmith@rogers.com)

PE

Paragraph for letter of support:

Playwrights Guild of Canada has been fortunate over the last year to take part in the organizational change sessions hosted by CPAMO. Creating space and the time to convene art service organizations to have in-depth conversations that work towards a more pluralistic arts sector has help shape PGC's strategic direction. The opportunity to exchange in-sights with fellow colleagues has cultivated true collaboration around macro-level issues. PGC's Executive Director facilitated a session for the group on community engagement. Given the chance to lead a conversation and participate in other conversations led by other colleagues, has generated a greater sense of reciprocity and a natural progression for action.

Robin

nders.cc