

## High Level Summary of All Together Now Gathering

On January 9<sup>th</sup>, 2023, Quest Theatre conducted a special Quest Together called All Together Now in the Treehouse of our home at cSPACE. The purpose of the gathering was to report to stakeholders following our Racial Caucus held in February of 2022.

The Racial Caucus was an activity recommended from the Anti-Racist Organizational Change training course from Community Wise. The activity was facilitated by Claudina Morgado, a Quest Board Member, and Ali DeRegt, Quest's Artistic Associate 2022. 12 self-identified BIPOC stakeholders were given the opportunity to participate. The Racial Caucus was conducted with 7 participants including our facilitators: a mix of Quest's board, staff, and contract artists. The artists were offered payment for the activity and the option to remain anonymous, board members volunteered their time, and staff were given time in lieu. All contributions were gathered with anonymity from other members of the Staff and Board.

The aim of the activity was to allow BIPOC artists and members of our organization to discuss their lived experience, both at Quest Theatre and in the larger artistic community, and from these discussions create a list of recommendations that will add context to Quest's commitments in our 2021/2024 strategic plan.

The Racial Caucus was conducted to advance Quest's Strategic Plan, specifically, the commitments listed below.

### Pillar 1: Embrace Community

- To expand our team to include marginalized voices and give weight to their contributions

### Pillar 3: Build Organizational Capacity and Resiliency

- To invest in an internal culture where everyone can thrive.

Peita presented our 35//50 statistics progress over three years: 10//65 in 2020-21, to 23//54 in 2021-22, and projected a positive upward trend in 2022-2023.

Board Member Claudina Morgado next shared her experiences in facilitating the Racial Caucus, and the effects on her personal journey as a person of mixed-race.

Peita continued to unveil the resulting Quest Theatre's Commitments to The Community.

## Quest Theatre's Commitments to the Community

### Creating A Culture Where People Can Thrive

#### Attract more diverse team members

- By actively searching for racialized recruits
- By using inclusive language
- By using racially diverse marketing imagery
- By committing to fair pay for staff and contractors, guided by industry standards and living wage calculations

- By offering flexible work conditions wherever we can, and health benefits for staff

## Create a welcoming and safe workplace

- By updating our training and onboarding practices to include cultural competency and anti-racism
- By creating policies for how we work including anti-discrimination and anti-harassment
- By creating a code of conduct for young creators to be used in schools and camps
- By establishing feedback mechanisms for reporting mistreatment, missteps, comments, and suggestions.

## Track and be accountable

- By measuring results in order to track our progress (e.g., how many BIPOC folks apply for staff positions, audition for us, and register for camps?)
- By sharing our 35//50 stats publicly on an annual basis
- By continuing the conversations with the racial caucus members

## Strengthen relationships with racialized communities

- By breaking down barriers to participation of racialized young people (e.g. more representation in marketing/communications, inclusive bursary program, hiring racialized instructors)
- By making the Quest experience for racialized young people amazing AND inclusive.
- By increasing our awareness of and sensitivity to unique needs or racialized people (e.g. lighting for different skin tones, cultural norms & boundaries, socio economic challenges)
- By supporting and activating diverse play creation by and/or with racialized creators
- By protecting and respecting the land and Indigenous Ways of Knowing
- By continuing to grow our circle by cultivating new relationships and partnerships.

In closing, Peita invited guests to download our [2021-2022 annual report](#), our [2021-2024 Strategic Plan](#), and review the Commitments to the Community on our website. Guests were encouraged to ask questions, share thoughts and suggestions, and to reach out to any of us to keep the conversation going.

Dave Griffiths, Quest's Board Chair rounded out the evening with his heartfelt thanks for a long list of contributors, and conversations continued well past the formal programing.

Special thanks and enormous gratitude to those who made this step in our ongoing journey possible. Claudina Morgado, Ali DeRegt, our Racial Caucus Participants, Quest Board of Directors, Quest Staff, Quest's funders and donors, Chantal Chagnon from Cree 8, Ethnicity Catering from Calgary Center for Newcomers and the cSPACE staff.

Quest Theatre's Racial Caucus was an exercise suggested to us by our Anti-Racist Organizational Change training course from Community Wise. This organization has many resources to help individuals and organizations large or small in their sincere efforts to make real change. <https://communitywise.net/> Donations are encouraged to help this exceptional organization do it's meaningful and important work.