

### **Recitals**

- A. Suitcase in Point (the “Organization”) is a community that facilitates collaboration amongst artists and non-artists, to offer arts performances to the City of St. Catharines, which exists on the traditional territory of the Anishinaabe, the Haudenosaunee, the Neutral and Wendat peoples and the Mississaugas of the Credit First Nation. This territory is covered by the Upper Canada Treaties and within the land protected by the Dish With One Spoon Wampum agreement.
- B. The organization has certain standards of behaviour that all members must uphold.
- C. This document, in combination with the laws of Canada and Ontario, (the “Policy”) defines these standards.
- D. This Policy is based on the value that all human beings are equal and deserve equal, mutual respect.

### **1. Purpose**

The purpose of this policy is to:

- 1.1 Develop and support a work and learning culture that values diversity and inclusion, fosters respect, and does not tolerate prejudice, discrimination, harassment or bullying;
- 1.2 Outline rights, responsibilities and types of behaviour which fall within the scope of this policy;
- 1.3 Make provision for support services, including training and awareness initiatives, to promote a respectful work and learning environment; and
- 1.4 Outline procedures for handling and resolving complaints when this policy is breached by discrimination, harassment and/or bullying.

### **2. Terms**

- 2.1 This policy is in effect at all times – fifty-two (52) weeks per year, seven (7) days per week, twenty-four (24) hours per day, and is not limited to working days.
- 2.2 This policy applies to all employees, independent contractors, volunteers and board members of the Organization.

### **3. Definitions**

- 3.1 “2SLGBTQ+” is an acronym that stands for Two-Spirit, Lesbian, Gay, Bisexual, Transgender, Queer or Questioning plus communities and individuals that identify as gender non-binary, gender queer, asexual, pansexual, gender-expansive, and any number of identities and experiences that individuals and communities may be defined.
- 3.2 “Artist” means any individual or collective who
  - 3.2.1 Creates or performs in the In the Soil Festival or any public or internal presentations by the Organization; or
  - 3.2.2 Participates in any arts mentorship program, including but not limited to the Nest or the Youth Advisory Committee curated by the Organization.
- 3.3 “Audience” means a person who is registered for, obtained a ticket for, or in any way participated in a performance or arts demonstration produced or disseminated by the Organization.
- 3.4 “Contractor” means any person providing services to the Organization for a fee or honorarium, whether as a dependent or independent contractor, as defined by the common law of Ontario.
- 3.5 “Disability” as set out in the Ontario Human Rights Code, means,

- (a) Any degree of physical disability, infirmity, malformation or disfigurement that is caused by bodily injury, birth defect or illness and, without limiting the generality of the foregoing, includes diabetes mellitus, epilepsy, a brain injury, any degree of paralysis, amputation, lack of physical co-ordination, blindness or visual impediment, deafness or hearing impediment, muteness or speech impediment, or physical reliance on a guide dog or other animal or on a wheelchair or other remedial appliance or device,
  - (b) A condition of mental impairment or a developmental disability,
  - (c) A learning disability, or a dysfunction in one or more of the processes involved in understanding or using symbols or spoken language,
  - (d) A mental disorder, or
  - (e) An injury or disability for which benefits were claimed or received under the insurance plan established under the Workplace Safety and Insurance Act.
- 3.6 “Discrimination” means differential treatment of an individual or group which is based on a personal characteristic (such as gender, race, creed, disability, or sexual or gender orientation) of that individual or group, and which has an adverse impact on them.
- 3.7 “Feminism” means a movement to end sexism, sexist exploitation, and oppression of womyn.
- 3.8 “Harassment” means a course of vexatious comment or conduct that is known or ought reasonably to be known to be unwelcome. Single acts of sufficient severity may also constitute harassment.
- 3.9 “Human Rights Harassment” means engaging in a course of vexatious comment or conduct that is known to be or ought reasonably to be known to be unwelcome to an individual or group, whether intended or not, based on: race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, gender identification, sexual orientation, age, marital status, family status, disability, record of offences (in employment only), and receipt of public assistance (in accommodation only) as defined by the Ontario Human Rights Code.
- 3.10 “Human Rights Discrimination” means differential treatment of an individual or group which is based on a personal characteristic of that individual or group and which has an adverse impact on them. Personal characteristics include: race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, gender identification, sexual orientation, age, marital status, family status, disability, record of offences (in employment only), and receipt of public assistance (in accommodation only) as defined by the Ontario Human Rights Code.
- 3.11 “Member” means Artists, Contractors, Staff, Volunteers and the Board of Directors.
- 3.12 “Personal Harassment” means one or a series of objectionable and unwelcome comments or conduct directed toward a specific person or group of persons which diminish the dignity of the recipient(s) and serve no legitimate work or academic related purpose, and/or have the effect of creating an intimidating, humiliating or hostile work or learning environment.
- 3.13 “Psychological Harassment” means any vexatious behaviour in the form of repeated and hostile or unwanted conduct, comments, actions or gestures that affects an individual’s dignity or psychological or physical integrity and that results in a harmful work or learning environment for the individual.
- 3.14 “Racism” means the acceptance of the belief that there is a different value or capability to at least one race or the adoption or promotion of policies that disadvantage and constrain people of colour.
- 3.14.1 “Anti-racism” means actively working to correct racial inequity and destroy the racial hierarchy.
- 3.15 “Sexual Harassment” is deemed to include, but is not restricted to:

- (a) Any unwanted attention of a sexually-oriented or gender-oriented nature directed at an individual or group by another individual or group of the same or opposite sex who knows, or ought reasonably know, that this attention is unwanted;
  - (b) Any implied or expressed promise of reward for complying with a sexually-oriented request or advance;
  - (c) Any implied or expressed threat of reprisal for refusing to comply with an implied or expressed sexually-oriented request;
  - (d) Any behaviour, verbal or physical, of a gender- or sexually-oriented nature that interferes with the academic or work environment of an individual or group or creates an intimidating or hostile atmosphere.
- 3.16 “Staff” means any person employed by the Organization, whether full or part time. Audience members may also be employed as contractors or staff of the Organization and shall be treated as such under this Policy where an incident occurs within the scope of their contract.
- 3.17 “Vexatious” means lacking a sufficient ground and only serving to annoy and distress.
- 3.18 “Visitor” means a person who is attending the Organization premises for educational, employment, recreational or other purposes but is not an Audience, a Contractor for the Organization, staff or a volunteer, as defined by this policy.
- 3.19 “Volunteer” means a person who provides services to the Organization for which they are not being paid. Where a Volunteer is also a Contractor or Staff, they will be treated as a “Contractor” or “Staff” respectively under this policy. Where a Volunteer is also Audience or Visitor, they will be treated as a “Volunteer” under this policy.

#### **4. Positive Standards of Behaviour**

- 4.1 As an Organization, we strive to be anti-racist. See s 3.14 for the meanings of racism and anti-racism.
- 4.2 As an Organization, we strive to be feminist. See s 3.7 for the meaning of feminism.
- 4.3 As an Organization, we strive to provide positive spaces for 2SLGBTQ+ people and communities. See s 3.1 for meaning of 2SLGBTQ+.
- 4.4 The Organization activities and events are to be safe spaces where all human beings are treated with equal value and respected.
- 4.4.1 The Organization requires that Staff and the Board of Directors to take the onus on themselves to educate themselves about anti-racism and feminism, starting from but not limited to Appendices A, B and C.
  - 4.4.2 The Organization shall positively work to educate its Staff and Board of Directors on anti-racism and feminism through
    - 4.4.2.1 Providing sensitivity training and requiring it of every Staff and Board of Directors at least once every two years, and
    - 4.4.2.2 Providing sensitivity protocols to all Members.
- 4.5 The Organization shall positively seek to program work by and featuring BIPOC artists in every season.
- 4.6 The Organization activities are to be free from psychological harassment, personal harassment and bullying.
- 4.7 The Organization supports equity, diversity and the dignity of all people. The Organization promotes equality in our learning programs, services and employment and in the conduct of its affairs.

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- 4.8 The Organization recognizes a richly diverse society in Ontario and beyond; as well as a duty to act in a manner that promotes equity across race, gender identity, sexual orientation, economic position, creed, age, national origin, physical and mental abilities.
- 4.9 The Organization recognizes a commitment to creative freedom and freedom of thought, inquiry, and expression among its members that may result in respectful disagreements regarding artistic practice, beliefs or principles.

## **5. What We Stand Against**

- 5.1 We neither condone nor tolerate behaviour that undermines the dignity of any member.
- 5.2 We do not tolerate any behaviour that creates or contributes to an intimidating, hostile or offensive environment.
- 5.3 Discriminatory speech or conduct under Canadian Charter of Rights and Freedoms, s 15, or hate speech, as defined by the Criminal Code of Canada, R.S., 1985, c. C-46 (the “Criminal Code”), ss 318 and 319, is unacceptable.
- 5.4 Harassment, as defined by the Criminal Code, s 264, is not acceptable.
- 5.5 Assault, as defined by the Criminal Code, ss 264-270, is not acceptable, nor is any condonation of assault.
- 5.6 Sexual assault, as defined by the Criminal Code, ss 271-273, is not acceptable, nor is any condonation of sexual assault.
- 5.7 The Organization acknowledges that it exists within a culture of misogyny and racism. We shall work against these attitudes and the policies that propagate them.
- 5.8 The Organization opposes behaviour that is likely to undermine the dignity, self-esteem or productivity of any of its members and prohibits any form of discrimination or harassment whether it occurs on the Organization’s premises or in conjunction to Organization-related activities.

## **6. Proactive Measures to Create Safety**

- 6.1 The Organization will act promptly and efficiently to deal with harassment and discriminatory behaviours. It will endeavour to ensure that individuals who believe that they have been subjected to harassment or discrimination are able to express concerns and register complaints without fear of retaliation or reprisal. The Organization will exercise care to protect and respect the rights of both the complainant and the respondent.
- 6.2 The Organization will establish mechanisms to give effect to this Policy including:
  - 6.2.1 Developing the Staff and Board of Directors, which will jointly administer this policy and procedures.
  - 6.2.2 Making training available for Organization Members, related to harassment and discrimination;
  - 6.2.3 Establishing and implementing awareness programs designed to enhance awareness of the respectful work environments, respectful policies and systemic race and gender biases.
  - 6.2.4 Requiring each individual or collective that becomes a Member of the Organization for any length of time to read and initial each page of this Policy.
- 6.3 While the Organization supports the use of alternative dispute resolution for the informal resolution of problems associated with such behaviour, it considers harassment and discrimination in all forms to be serious offences. What is paramount in dealing with any reported incident, including but not limited to harassment and discrimination, is empowering the complainant. Therefore, the Organization shall respect the complainant’s agency.

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- 6.4 The alternative dispute resolution practices recommended in this policy shall be confidential and shall not be prejudicial to any party in the event that litigation results from any complaint or incident report.

## **7. Complaint Procedure**

- 7.1 Any member who feels that their dignity or safety has been infringed upon may make a complaint, in writing, to the following:
- 7.1.1 To a dedicated member/committee whom the Organization shall appoint; or
  - 7.1.2 To the designated email address **suitcaseadr@gmail.com**
  - 7.1.3 Said party shall respond to the aggrieved party promptly and in three parts:
    - 7.1.3.1 Thank you for sharing your experience. It matters to the Organization.
    - 7.1.3.2 What do you need from me in this moment? What do you need from the Organization to repair or to help?
    - 7.1.3.3 How do you want to proceed?
- 7.2 If the Complainant states that they do not wish to involve themselves in an investigation of the complaint, then no further involvement shall be asked of the Complainant.
- 7.3 If the Complainant states that they do wish to pursue an investigation of the Complaint, then the Organization shall proceed to the Complaint Management Process in ss 7 and 8.

## **8. Complaint Management Process**

- 8.1 The Organization shall not require any party to commit to non-disclosure of the incident.
- 8.2 In making a complaint, the Complainant may specify how they wish to engage (if at all beyond the initial complaint) or with the person about whom the complaint is made (“Respondent”). The Complainant may choose:
- 8.2.1 **To request a shuttle mediation (“shuttle mediation”)** in order to address the issue without having to confront the Respondent directly.
  - 8.2.2 **To request a transformative mediation (“transformative mediation”)** in order to deal with the issue with the Respondent and a mediator who can help to facilitate communication and, if possible, reconciliation.
  - 8.2.3 **To request a sharing circle (“sharing circle”)** with the Organization and the Respondent.
  - 8.2.4 **To request an investigation into the incident(s)** which could result in disciplinary action by the Organization against the Respondent.
    - 8.2.4.1 The Complainant may remain anonymous against the Respondent;  
The Complainant may choose to have their complaint handled with or without police intervention, as they choose.
    - 8.2.4.2 The mediator will not be involved in investigating the complaint;
    - 8.2.4.3 The individual members who investigate the complaint (“investigators”) will prepare a report that will include:
      - 8.2.4.3.1 A description of the allegations;
      - 8.2.4.3.2 The response of the Respondent;
      - 8.2.4.3.3 A summary of information learned from witnesses (if applicable); and
      - 8.2.4.3.4 A decision about whether, on a balance of probabilities, harassment did occur.
      - 8.2.4.3.5 This report will be submitted to the designated member or email address.  
Both parties to the complaint will be given a copy;

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8.2.5 **To request an introduction to talk to a counsellor.** The Organization cannot offer counselling, but the Organization can connect the Complainant with services offered externally. See Appendix D for resources.

8.3 The Organization does not have therapists, certified mediators or sharing circle leaders, but the Organization shall endeavour to facilitate connection with the services requested.

8.3.1 The mediator or reconciliation leader will be a neutral person, who is agreed upon by both parties.

8.3.2 See Appendix D for resources.

## **9. Substantiated Complaint**

9.1 The Organization will consider the above specifications by the Complainant. However, any member who is found to violate this policy may be subject to disciplinary action, at the discretion of the designated committee of the Organization.

9.2 If a harassment complaint is substantiated, the designated committee will decide what action is appropriate.

9.3 Remedies for the Complainant may include:

9.3.1 An oral or written apology;

9.3.2 Corrective action which may include but is not limited to:

9.3.3 A reprimand;

9.3.4 A probationary period contingent on adherence to the terms that may be defined through mediation or as the result of an investigation;

9.3.5 A suspension; or

9.3.6 Dismissal from the Organization.

9.4 Both parties to the complaint will be advised, in writing, of the decision, within one year from the date the complaint was submitted.

## **10. Artist Care**

10.1 The Organization shall take pro-active measures to ensure the safety of Artists (see s 3.1), including

10.1.1 Allowing the Artist approval or veto power over the choice of Volunteer, Contractor or Staff at the event;

10.1.2 Requiring all Members to familiarize themselves with this Policy and sensitivity protocol; and

10.1.2.1 Specifically all Staff, Contractors and Volunteers to read and initial each page of this Policy before they begin their engagement with the Organization.

10.1.3 Agreeing upon a signal for the Artists to inform staff or volunteers that they feel unsafe and need intervention.

10.1.4 Allocating staff or volunteers to assist the Artist during the event.

10.1.5 For panels of discussion, engaging with equipped moderators to encourage thoughtful, respectful discourse and to intervene when necessary.

10.1.6 Allowing the Artist to choose in advance whether to engage with the public after the event.

10.2 The Organization shall not demand anything of the Artist outside of the event that the Organization has contracted the Artist to deliver. This includes:

10.2.1 Engaging in explaining their work or why they may have been hurt or offended;

10.2.2 Engaging with the Audience after the event (which may include a talkback) is over;

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10.2.3 Teaching Staff or Volunteers how they could have been more sensitive or done their jobs better. This is not the Artist's job and takes emotional labour that is not compensated.

10.3 The Organization encourages Artists to indicate what the Artist consents to and does not consent to through consent cards, and the Organization shall display the consent card prominently at the event and articulate its contents.

10.4 The Organization shall provide appropriate resources to achieve dignified self-representation (e.g. skin-tone appropriate mics and tights; culturally appropriate barbers, stylists and care products.)

#### **11. Outside the Performance Space**

11.1 The Organization shall protect Artists from overt or subtle retribution for identifying harmful behaviour, and

11.2 The Organization shall intercede at the Artist's request if the Artist feels the responsibility to alleviate fragile responses from any Member or

11.2.1 To contribute to any Member's cultural competency, either disproportionately or more than the Artist desires to.

11.3 The Organization shall engage in conversation to clarify parameters of the contract, at the Artist or Contractor's request, should the Artist or Contractor feel that a request exceeds parameters (e.g. being expected to bear the burden of supplementing or replacing adequate research or effort by Members in relation to an artistic work).

11.4 The Organization shall conduct check-ins/check-outs at a depth and frequency determined with Artists.

#### **12. Administration of the Policy**

12.1 At all times, the Organization shall have a designated committee that monitors the administration of this policy.

12.2 The Organization's designated committee shall

12.2.1 Review this Policy annually, or as required, whichever is more frequent, and

12.2.2 Make the adjustments necessary to ensure that this Policy meets the Organization's needs.

#### **13. Privacy and Confidentiality**

13.1 All parties to a complaint shall:

13.1.1 Protect the privacy and confidentiality of all other parties involved and

13.1.2 Limit the discussion of a complaint to those who need to know.

13.2 The Organization shall:

13.2.1 Comply with all requirements of the applicable legislation to protect personal information;

13.2.2 Keep the identity of the complainant confidential; and

13.2.3 Keep the facts of the incident, documents associated therewith, and identity of the Respondent private within the Staff and the Board of Directors.

**Appendix A**

**Letter from Artistic Director, Deanna Jones**

We owe those we present, hire, collaborate with, and market a safe welcome into our spaces. It is on us.

There are many people and artists of colour in our neighbourhoods, cities and in our region. As a predominately white organization, Suitcase in Point is committed to examining and addressing the internalized racism that exists in ourselves and in the system that we live in. We need to find actionable ways forward and deeply consider the stories we tell and who they are for. As artists. Audiences. Board members. Staff. Volunteers. Friends. As a community. We are actively working toward anti-racist policies.

We acknowledge our privilege and our intended or unintended racist behaviours. We will continually listen and seek out resources to educate ourselves. We will not put the onus on our POC collaborators and visitors to teach us. We will take it upon ourselves to learn. Eyes open. Hearts open. Humility on. Egos aside.

There is no time for fear and shyness, as we acknowledge and seek to overturn the centuries of oppression and racism in North America.

As Suitcase in Point continues to learn and evolve into a more equitable organization, we acknowledge the time, energy and resources it will take from all of us. Our Board of Directors. Our staff. Our co-founders. We are all committed to this growth. We are committed to being anti-racist. The work we must do is ongoing. We welcome feedback. We welcome criticism.

We stand in solidarity with all BIPOC creatives, artists and people in our community and beyond.

It is not enough to just say all of this. We know this.

We will attend to working to equalize the access to opportunities that we have to offer, to performers, arts creators, and our staff. We will continue to share further actions and accountabilities. We will hold ourselves accountable.

In peace and love,  
Deanna Jones, Artistic Director, Suitcase in Point



## **Appendix B**

### Bibliography to Build Consciousness of Racism

For a more updated list, go to [https://bit.ly/Anti-Racism\\_edu\\_list](https://bit.ly/Anti-Racism_edu_list)

#### **Books**

How to be an Anti-Racist by Ibrahim Kendi

A Kids Book About Racism by Jelani Memory

The Skin We're In by Desmond Cole

The History of Immigration and Racism in Canada: Essential Readings by Barrington Walker

White Fragility by Robin Diangelo

Decolonizing Education by Marie Battiste

Just Mercy by Bryan Stevenson

Men We Reaped by Jesmyn Ward

Free Cyntoia by Cyntoia Brown-Long

Born A Crime by Trevor Noah

Unafraid of the Dark by Rosemary L Bray

Children of Blood and Bones by Tomi Adeyemi

When They Call You A Terrorist by Patrisse Khan Cullors

Let's Get Free: A Hip-Hop Theory of Justice by Paul Butler

Pushout by Monique Morris

Sister Outsider essays and speeches, by Audre Lorde

Between the World and Me by Ta-Nehisi Coates

Teaching to transgress : education as the practice of freedom by bell hooks

Why I'm no longer talking to white people about race by Reni Eddo-Lodge

*Brown: What Being Brown in the World Today Means (to Everyone)* by Kamal Al-Solayee.

#### **ARTICLES**

"The Fight to Redefine Racism" by Kelefa Sanneh *New Yorker* [19 August 2019]

<https://www.newyorker.com/magazine/2019/08/19/the-fight-to-redefine-racism>

"Why I'm no longer talking to white people about race" by Reni Eddo-Lodge

<http://renieddolodge.co.uk/why-im-no-longer-talking-to-white-people-about-race/>

"Canada's slavery secret: The whitewashing of 200 years of enslavement" by Kyle G. Brown

<https://www.cbc.ca/radio/ideas/canada-s-slavery-secret-the-whitewashing-of-200-years-of-enslavement-1.4726313>

"What Being Brown in the World Today Means (to Everyone)"

<https://www.cbc.ca/radio/ideas/we-continue-to-be-feared-kamal-al-solayee-on-why-being-brown-matters-to-everyone-1.5349777> [6 November 2019].

Policy to Promote a Culture of Anti-Racism, Anti-Harassment and Equity – v7  
Suitcase in Point Arts Performances  
June 20, 2020  
Summary of the Final Report of the truth and Reconciliation Commission of Canada

#### **ON THEATRE**

**“How Non-Diverse Community Theatres Become More Diverse”** *OnStageblog.com* by Chris Peterson, *OnStage Blog* Founder <https://www.onstageblog.com/editorials/how-can-non-diverse-community-theatres-become-more-diverse-pt-1>

**“A Lesson in Creative Disruption: A Note for Directors from a BIPOC Creator”** by Joseph Recinos, in ***The Directors Lab: Techniques, Methods and Conversations about all things theatre.***

Playwrights Canada Press. <https://www.playwrightscanada.com/Books/T/The-Directors-Lab>

“We See You White American Theatre” [We See You WAT](#)

## **Appendix C**

### **Bibliography to Build Consciousness of Institutionalized Sexism**

For a more updated list, go to: [https://bit.ly/feminist\\_edu\\_list](https://bit.ly/feminist_edu_list)

#### **BOOKS**

*My Life on the Road* by Gloria Steinem

*How To Be A Woman* by Caitlin Moran

*Feminism is for Everybody* by bell hooks

*This Changes Everything* by Naomi Klein <https://thischangeseverything.org/book/>

*Bad Feminist: Essays* by Roxane Gay

*The Beauty Myth* by Naomi Wolf

*Men Explain Things to Me* by Rebecca Solnit

*How We Get Free: Black Feminism and the Combahee River Collective* by Keeanga-Yamahtta-Taylor

#### **ARTICLES**

##### **Film & TV Industry (U.S. based)**

“Despite reckoning on Hollywood diversity, TV industry has gotten worse: Creators of new shows in 2017-18 season were 91% white and 84% male, a step back for gender and racial diversity behind the camera” by Sam Levin. *TheGuardian.com* [27 February 2018]

<https://www.theguardian.com/tv-and-radio/2018/feb/27/tv-industry-diversity-women-people-of-color-decline>

“DGA Publishes Feature Film Inclusion report: [Feature-Film-Director-Diversity-Remained-Low-in-2017](https://www.dga.org/News/PressReleases/2018/180621-Feature-Film-Director-Diversity-Remained-Low-in-2017).” *DGA.org* [21 June 2018] <https://www.dga.org/News/PressReleases/2018/180621-Feature-Film-Director-Diversity-Remained-Low-in-2017.aspx>

“Showrunners for New TV Season Remain Mostly White and Male” by Maureen Ryan. *Variety*. <https://variety.com/2016/tv/features/diversity-television-white-male-showrunners-stats-fox-nbc-abc-cbs-cw-study-1201789639/>

##### **Film & TV industry (Canada based)**

Policy to Promote a Culture of Anti-Racism, Anti-Harassment and Equity – v7

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“Celebrating our Gender Message” by Theresa Tova. *ACTRA Magazine* [Winter 2017]

<http://www.actra.ca/actra/interactra/Winter2017/files/assets/common/downloads/DocHdl1OnPTR2tm pTarget.pdf> at p 19-23.

### **Business & politics**

“Women continue to face gender bias in business and politics.” *ProvokeMedia* [20 November 2016]

<https://www.provokemedia.com/research/article/women-continue-to-face-gender-bias-in-business-and-politics>.

### **Law (U.S. based)**

“A Current Glance at Women in the Law” by Commission on Women in the Profession. *American Bar Association* [January 2018] <https://www.americanbar.org/content/dam/aba/administrative/women/a-current-glance-at-women-in-the-law-jan-2018.authcheckdam.pdf>.

“Female lawyers face widespread gender bias, according to new study” by Kim Elsesser. *Forbes.com* [1 October 2018] <https://www.forbes.com/sites/kimelsesser/2018/10/01/female-lawyers-face-widespread-gender-bias-according-to-new-study/#4e8186de4b55>.

“Race and gender is bias rampant in law” by Liane Jackson. *ABAJournal.com* [6 September 2018] [https://www.abajournal.com/news/article/race\\_and\\_gender\\_is\\_bias\\_rampant\\_in\\_law\\_says\\_new\\_report\\_that\\_also\\_offers\\_too](https://www.abajournal.com/news/article/race_and_gender_is_bias_rampant_in_law_says_new_report_that_also_offers_too).

### **Law (Canada based)**

“Women in Law: Quick Take” [2 October 2018] *Catalyst.org* <https://www.catalyst.org/research/women-in-law/>.

### **Visual Arts**

“Get Facts” <https://nmwa.org/advocate/get-facts> *NMWA.org* <https://nmwa.org/advocate/get-facts>.

### **DOCUMENTARY**

"This changes everything." <https://thischangeseverything.org/the-documentary/>

## **Appendix D**

### **Alternative Dispute Resolution (“ADR”) models and services**

ADR Chambers roster of mediators <https://adrchambers.com/>

Reflective Mediation blog by Mike MacConnell <https://www.reflectivemediation.ca/blog>

Circles of Support and Accountability <https://mcccanada.ca/learn/more/circles-support-accountability-cosa>

“Sharing Circle” [www.ravenspeaks.ca](http://www.ravenspeaks.ca) [https://walkinginhermoccasins.org/wp-content/uploads/2018/02/Sharing\\_Circle\\_Instructions\\_SECONDARY.pdf](https://walkinginhermoccasins.org/wp-content/uploads/2018/02/Sharing_Circle_Instructions_SECONDARY.pdf)

Transformative Mediation through St. Stephen’s Community Clinic <https://www.sscto.ca/Conflict-Resolution-Training/Community-Mediation/Community-Mediators>

### **Counselling services**

Accelerated Experiential Dynamic Psychotherapy (“AEDP”) directory <https://aedpinstitute.org/find-an-aedp-institute-therapist/>

MindBeacon, a remotely accessible service for Cognitive Behavioural Therapy (“CBT”) free to Ontarians <https://info.mindbeacon.com>

### **Artist networks**

Artists’ Health Centre at University Health Network in Toronto [https://www.uhn.ca/MCC/Clinics/Artists\\_Health\\_Centre](https://www.uhn.ca/MCC/Clinics/Artists_Health_Centre)

Artists’ Protection Network <https://www.catherinehernandezcreates.com/artists-protection-network.html>