



# WORKSHOPS 2023

## A.B.I.D.E. MASTERCLASS ACCESS, BELONGING, INCLUSION, DIVERSITY AND EQUITY

Moving beyond performative diversity, this Learning Lab defines access, belonging, inclusion, diversity and equity (ABIDE principles) using a framework that addresses each concept as an individual and specific part of a workplace and shares tangible metrics to recognize and measure them.

Participants will leave with a clear understanding of the intersection between ABIDE, learn how to recognize shortfalls within their work and be offered solutions to enact change.

## BUILDING AN INCLUSIVE ARTS PRACTICE

Participants will examine their own relationship with bias, learn how to recognize and mitigate power imbalances, define three types of safety and assess our personal needs, understand how to use this language to create and request brave and emboldened spaces for our work with conscious communication and collaboration in mind.

The outcome for this workshop is that participants will take away tools, language, actions and considerations for ways to further both personal and organisational work, promoting a more inclusive, equitable and safer workplace.

## CHAMPIONING ANTI-RACISM IN THE WORKPLACE

This session will explore the history of race, racism and anti-racism and increase awareness about the ways it continues to permeate the arts sector in Australia.

Participants are encouraged to assess their identity and experiences to recognize their power and agency to create and champion change. It is a deep dive into racism – what is it, what causes it, and it continues to drive our practices, even with the best of intentions. Starting with an understanding of colonized practices and white supremacy culture, we will further investigate how and where racism exists in arts practices, and articulate actions that support the ability for all employees, but specifically First Nations and People of Colour to feel supported, empowered and able to thrive in your workspace.

## DEFINING AND ADDRESSING MICRO AGGRESSIONS

Participants in this session will investigate the different types of microaggressions, understand the impact, and identify ways to address and interrupt them when they arise.

This session encourages participants to recognise patterns in their personal habits, workplace, and sector and to mitigate the negative impacts on others. This workshop is an excellent companion to the inclusive workplace workshop.

## EMBEDDING BELONGING AND INCLUSION

This session is a deeper dive into the ABIDE framework, focusing specifically on Belonging and Inclusion. This workshop is an excellent team building session, full of practical ways to engage with each other, the community and stakeholders in a meaningful way.

Participants will consider current and past practices and identify opportunities to shift protocols to take action building and sustaining inclusive and welcoming spaces.