

# **FRESH MEAT**

Digital Town Hall  
on  
Diversity and Inclusivity:  
April 10 – April 23 2017

The  
SparkNotes

We can all agree. There's an elephant in this room: diversity in the Ottawa theatre community. So we had a Digital Town Hall about it.

It happened online from Monday April 10, 2017 – Sunday April 23, 2017, and 12 people took part.

Peeps had lots to say, and we loved hearing it. You can read our Final Report, with our detailed responses to feedback, and even access the participants' full, unedited answers, all on our website.

But let's save you some time.  
You want the juicy deets.

In response to what we heard from you, here's a list of real-life concrete things we're doing:

- Moving to an online, survey-based application process, in order to allow for 1) easier access to the application process, and 2) the blind reading and selection of applications.
- Asking applicants to self-identify as members of underrepresented communities (if they so choose), but not asking them to specify the community, in their application.
- In the application, asking applicants to specify the genre/category of their performance (to the best of their ability) to also ensure for diversity of form.
- Explicitly disseminating our call for applications through schools, training institutions, arts organizations, community organizations for BIPOC [Black, Indigenous, and People of Colour], and community ambassadors, in the hopes of explicitly soliciting applications from underrepresented communities.
- Renewing our dedication to physical accessibility to the performance venue.
- Ensuring accessible seating.
- Promoting awareness of the gender-neutral bathrooms on the first floor of Arts Court, and seeking permission from Arts Court to ensure that all bathrooms on the second floor of the building (the one on which Fresh Meat takes place) will also be gender-neutral for the duration of the festival.
- Asking, of each featured performer/company to have relaxed performances, and to continue our current practices of relaxed performances.

We also wrote an ethno-cultural mandate:

*Fresh Meat is committed to inclusive programming that reflects the breath, depth, and intricacies of Ottawa's unique cultural makeup. We encourage submissions from artists who identify as members of under-represented communities, a concept we leave open for those artists to self-define, as we strive to create a truly inclusive environment.*

Thanks for taking part in the conversation. Let's keep it going.

Love,  
Fresh Meat