



Equity, Diversity and Inclusion in the Cultural Sector: Role of Cultural Organizations

June 15-16, 2022

***9:00 A.M. TO 2:00 P.M. (PDT)
12:00 TO 5:00 P.M. (EDT)***

Call for Papers and Session Proposals Pan-Canadian virtual conference

HOSTS

Julie Bérubé, Ph.D, Professor, Université du Québec en Outaouais (ediconference@uqo.ca)

Kenji Maeda, Executive Director, Greater Vancouver Professional Theatre Alliance (kenji@gvpta.ca)

CO-HOSTS

Jacques-Bernard Gauthier, Ph.D, Professor, Université du Québec en Outaouais

Vivek Venkatesh, Ph.D, Professor, Concordia University

PROJECT DESCRIPTION

Notions of EDI are ubiquitous in the academic (Adamson, Kelan, Lewis, Śliwa, & Rumens, 2021; Heidelberg, 2019) and socio-economic (van Ewijk, 2011) spheres; they affect all sectors including the cultural sector. To this end, the Canada Council for the Arts (CCA) has been committed in recent years to putting equity, diversity and inclusion at the heart of its programs (Canada Council for the Arts, 2019, 2021). In order to do so, the CCA conducts research on certain groups of artists (e.g., Indigenous artists, artists with disabilities, linguistic minority communities, etc.) and sets aside a portion of its grants for these individuals (Canada Council for the Arts, 2019). Cultural organizations are increasingly aware of EDI issues and are seeking to understand their role in addressing them within the cultural sector (Culture Outaouais, 2019). However, the research conducted by the CCA on EDI issues focuses on individuals, not organizations. As for the scientific literature, there is little research on the role of cultural organizations in relation to EDI.

The proposed conference aims to be an exchange between researchers and workers in the cultural sector, where one can share the results of their research on EDI in the cultural sector and the other their experiences in the field. This juxtaposition of real-life experiences and research results aims to develop new knowledge rooted in the practice of workers in this sector.

We invite anyone interested in EDI in the cultural sector to submit a paper or session proposal (whether you are a researcher, student, artist or cultural worker). We look forward to receiving papers and proposals on a variety of topics related to EDI and the cultural sector, including the role of cultural organizations. We aim to present research results and testimonials from the experiences (initiatives, issues, etc.) of cultural workers and artists.

CALL FOR PAPERS AND PROPOSALS

Proposals may be submitted in French or English and will be evaluated by a committee of professors and cultural workers. They must respect the following guidelines:

- Title (180 characters maximum, including spaces) ;
- Abstract (maximum 1500 characters, spaces included);
- Author's contact information;
- Estimated time for the presentation (10 to 90 minutes; presentation and question period, if applicable);

Please note that the format of the presentations is not yet defined. Depending on the number of proposals received and the format of the presentations, it is possible that the time allotted may differ from what you have indicated. If this is the case, we will contact you to let you know. We are also considering roundtables, panels, etc. You may also propose these types of activities as part of this call.

EVALUATION CRITERIA

- Link to the conference theme (Equity, Diversity, Inclusion in the Cultural Sector : Role of Cultural Organizations);
- Interest of the proposed paper for a broad audience (workers and researchers)
- Clarity of the proposed abstract

A series of podcasts will be produced based on the content of some of the presentations. If you are interested in participating in the recording of a podcast, please indicate this on the form in the space provided.

DEADLINE FOR RECEIPT OF PROPOSALS FEBRUARY 25, 2022

Please complete the [following form](#) to submit your paper proposals

REFERENCES

- Adamson, M., Kelan, E., Lewis, P., Śliwa, M., & Rumens, N. (2021). Introduction: Critically interrogating inclusion in organisations: The Interdisciplinary Journal of Organization, Theory and Society. *Organization*, 28(2), 211-227. doi:<http://dx.doi.org/10.1177/1350508420973307>
- Canada Council for the Arts. (2019). Equity: A Ongoing Commitment. Retrieved from https://canadacouncil.ca/priorities/ongoing-priorities/equity?_ga=2.126313229.1282802465.1641741307-
- Canada Council for the Arts. (2021). 2021-26 Strategic Plan: Art, now more than ever. Retrieved from <https://canadacouncil.ca/priorities>
- Culture Outaouais. (2019). Les arts & la culture échangent sur l'inclusion. Retrieved from <https://cultureoutaouais.org/wp-content/uploads/2019/11/Rapport-Forum-inclusion-VF.pdf>
- Heidelberg, B. M. (2019). Evaluating equity: assessing diversity efforts through a social justice lens. *Cultural Trends*, 28(5), 391-403. doi:10.1080/09548963.2019.1680002
- van Ewijk, A. R. (2011). Diversity and diversity policy: diving into fundamental differences. *Journal of Organizational Change Management*, 24(5), 680-694. doi:10.1108/09534811111158921