

Example 1

Organization profile:

A small rural museum located in Northern BC in a town of 5,000, with a resource-based economy. Founded in 2009, volunteer-run with one part-time paid position and three board members who are struggling. Their membership is active, comprised mostly of retirees. This organization serves its community year-round, and hosts events throughout the summer that are primarily attended by tourists. Annual operating budget is \$16,000 funded primarily from project grants and donations.

Challenges

Lack of support in the community; not knowing where to begin; participants' limited capacity

Participants

The 2 participants (museum curator and one board member) have very low capacity and determine that approximately 5 hrs / month is their max.

Timing

This organization runs most of its programming in the summer, so they will begin this process in October 2023, and plan to do less Pathways hours in July.

Areas of focus

Fundamental knowledge of equity and relationship building with local First Nation.

Guide meetings

One-hour check-in appointments with their Program Guide on the second Monday of each month at 2pm via Zoom.

Learning options

Based on identified preference for group learning (board member) and asynchronous options (museum curator)

- Participating in peer Cohort #1 with other small/medium-sized organizations with similar concerns (1.5 hr conversations on the third Tuesday of each month at 6pm via Zoom) (board member)
- Enrollment in an asynchronous learning platform for basic REDIA literacy (both participants)
- University of Alberta Indigenous Canada Course (museum curator)
- Heritage BC Raising the Bar document (both participants)
- Nahanee Creative Cultural Protocols online asynchronous mini-course (both participants)
- Bakau Consulting Unconscious Bias workshop (both participants)
- Attending the Northern Convergence gathering (museum curator - conference registration is outside the Pathways program budget, but the organization may choose to attend and pay the fee themselves)

Potential Goals

- Increase foundational knowledge of equity and access
- Implement practices and procedures focussed on respectful relationships, for example: respectful communication agreements for board meetings and events, partnership approach and template agreement.

Example 2

Organization profile:

A large community theatre company in Vancouver. Founded in 1990, this company produces four shows per year with an active and engaged membership. They have five paid staff and an active board who have all been serving for 10+ years. Their annual operating budget is \$600,000 and they receive operating support from BCAC but were recently told they are on concerned status. They have been struggling to reengage audiences since the pandemic.

Challenges

The board is resistant to change, feeling disconnected from younger audiences, not sure how to reach their equity & access goals.

Participants

The 2 participants will be the Executive Director and Programming Coordinator, both wish to commit 10-15 hours per month to the program. Additional staff and board members are interested in being involved.

Timing

This organization has a heavy holiday program, so they will begin the process in January, with additional hours planned for July & August.

Areas of focus

Fundamental knowledge of equity, and engagement of more diverse, younger audiences. They have also identified the need to work on the accessibility of not only the theatre venue, but internally to support existing staff and performers.

Guide meetings

One-hour check-in appointments with their Program Guide on the second Wednesday of each month at 1pm via Zoom. The Guide may help them to make a formal plan to have monthly full staff reflection meetings to share back learnings and discuss implementation plans.

Learning options

Based on identified preference for self directed learning and some group learning (Executive Director), and asynchronous and in-person conference-style options (Programming Coordinator)

- Participating in peer Cohort #2 with other medium-sized organizations with similar concerns (1.5 hr conversations on the first Thursday of each month at 10am via Zoom) (both participants)
- Enrollment in The Anti-racism Course with Selam Debs (Executive Director)
- Bakau Consulting Rise Anti-Racism online asynchronous course (Programming Coordinator)
- Tangled Arts + Disability, Accessibility Toolkit (Executive Director and other staff)
- Tangled Arts + Disability, Deaf Artists & Theatres Toolkit (both participants and other staff)
- Attendance to Arts BC Annual conference to engage with peer learning within the sector (Programming Coordinator)

Potential Goals

- Do foundational work in preparation for an accessibility audit
- Deepen knowledge of equity and accessibility practices, intersectionality, and connect with peers to better understand sector-wide initiatives toward equity and access

Example 3

Organization profile:

A small to medium sized Indigenous-led visual arts organization in a non-urban community in the Okanogan. This organization does not receive operating funding, and has received a project grant for capacity building, and another project grant for programming.

Challenges

Limited capacity of participants, financial uncertainty beyond the scope of the 2 current project grants.

Participants

Participants will be one paid administrator and a traditional knowledge keeper that they have contracted to work on policy with them. The paid administrator will commit 6-7hrs/month, and the traditional knowledge keeper will commit 4-5hrs/month (they will participate in Pathways for the duration of their contract which is currently 10 months).

Timing

As the contract for policy support is 10 months and begins in October, they will begin Pathways in October and focus hours on the early half of the year.

Areas of focus

They have determined that what is needed for their organization is to have learning and support to develop a framework for accessibility policy that is rooted in their own culture.

Guide meetings

One-hour check-in appointments with their Program Guide on the first Monday of each month at 6pm via Zoom. The Guide meetings may focus on reflection and discussion on ways to incorporate the learning into specific policy.

Learning options

Based on identified preference for group learning and online options

- Participating in peer Cohort #3 with other organizations focussing on accessibility and/or policy (1.5 hr conversations on the second Monday of each month at 12pm via Zoom) (both participants)
- Tangled Arts + Disability, Accessibility Toolkit (paid administrator)
- Advanced workshops or panels on accessibility within arts & culture organizations (both participants)
- Policy toolkit (both participants)
- Online components of Leadership Exchange in Arts & Disability Conference (both participants)

Potential Goals

- Develop a framework for accessibility policy that is rooted in their own culture
- Connect with peers to share knowledge on policy making