



## **Associated Designers of Canada IBPOC Designer Circle**

As a result of the current social climate and the impact of Covid-19 on our industry, we have been motivated to address the inequities that are present in the theatre community. Like many IBPOC designers, we have been having these discussions privately for many many years and we are taking this opportunity to enact a system of support for IBPOC theatre artists in the context of ADC.

We are creating an IBPOC Designer Circle to form a space within ADC that will support IBPOC designers across the country, and in turn help unify all designers within our membership. The IBPOC Designer Circle aims to be a collection of designers from different design disciplines with representation across the country and a particular emphasis on Indigenous and Black representation, in efforts to decolonize design in Canada.

### **Initial goals for this committee include:**

- Hold a safe space for IBPOC designers in Canada to meet and discuss their practices and experiences in theatre. We intend to begin this with a series of private round table discussions, which may in turn lead to seeking written accounts, sharing of knowledge, and discussing the commonalities within the data that might help galvanize all ADC members in safer work practices.
- Create opportunities for emerging designers of colour to reach out in a safe and confidential manner to other designers of colour. Topics may include interpersonal relationships at work, how to navigate PWI (predominately white institutions), career management advice, and other industry-related support.

In acknowledgement that our peers may have limited time, resources and energy to devote to this we welcome and encourage any level of engagement in our activities. We want to impress that round table discussions may be one-time commitments. One-on-one peer development is on an ongoing but casual basis. For those who simply want to keep informed, we intend to have some iteration of a mailing list to provide updates to the community. In addition to this, we also extend flexibility to our core membership- individual circumstances change and we would like to ensure our roster is not entrenched.

We are still in search of other IBPOC designers to join the Core Members, currently we are:

Deanna H. Choi (she/her); Sound Designer and Composer

Rachel Forbes (she/her); Set and Costume Designer

Samantha McCue (she/her); Costume Designer

Joanna Yu (she,her); Set and Costume Designer

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### **Join us!**

We will be hosting our first gathering on Monday September 21, 2020 at 3pm EST/ 12pm PST. This gathering will be a space for IBPOC designers only (non-ADC members welcome). Because of the recent discussions around joining IATSE, this first gathering will be a space to check-in with each other, and centre a conversation around IATSE and what that could mean for IBPOC designers.