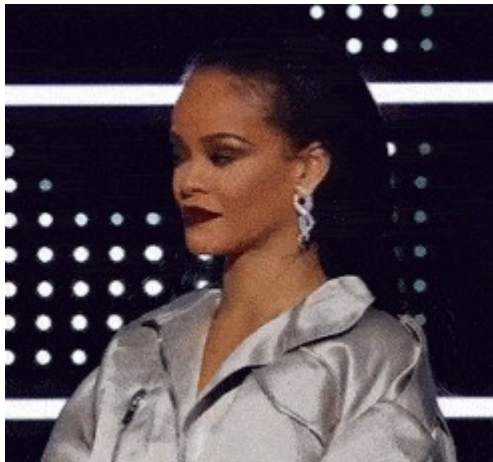@caribbeanancestryclub

# This is an intentional space

- Please be mindful of:
    - how much time you are taking
    - how much space you are taking up
    - your positionality
    - each other, please be kind and gentle ☺
    - zero tolerance for racism & discrimination!!!
- Grab a pen and some paper

# What will this session look like?





- Bottlenecks = the stuff that community organizers have *zero energy* for (5min)

- Best practices = the stuff that helps institutions build *sustainable relationships* with community platforms (15min)

- Open conversation (20min)

| | | | |
|---|---|---|---|
| Framing: "Does this mean white people can't come to your event?'' | Lacking awareness on positionality | Lacking long-term vision on social justice & equity | Lacking accessibility policy |
| Parasitic outreach; rushed, last minute, small or no budget, unclear agreements, only meant *to take something away* from community | Lacking transparency & accountability | Gatekeepers refusing to support new partnerships (e.g. an extensive promotion plan for own curated events but little/no promo for community events) | Production wishes are seen as "too difficult" or "not professional enough" |
| Free community-based programming seen as "missing out on profits/selling tickets" | Tokenizing community in public relations with funding bodies | Micromanaging community organizers and questioning their skills and work experiences | Creative cockblocking; constantly saying NO to innovation by holding onto archaic ways of programming |
| Leadership making life difficult for their own programmers/curators who collaborate with community platforms | Lacking hospitality management/ workers on the floor not properly informed; "What are you doing here?'' | Problematizing communities who don't use one main language of instruction; "Why do you keep mixing Dutch, English and Papiamentu/o?'' | Lacking knowledge on community's wishes, needs & lived experiences |

# Assignment: from bottlenecks to best practices

1. Form a group of max. 5 people
2. Grab pen and paper
3. Create a collective mindmap for *sustainable community building*

# Sustainable community building

- healing work
- trusting that community knows their people best
- community care
- Authentic support from leadership
- culture of transparency & accountability
- slow & intentional work
- enough time for rest
- creating visibility for community's work with a strategic communication plan
- safer & intentional spaces with a code of conduct
- clear gameplan on what to do when transgressive behaviour doesn't stop
- long-term vision on partnership related to investing in social justice & equity
- Programmers/curators have creative freedom to support communities they work with
- accessibility policy (free events, remote options, disability justice)
- awareness on positionality/ doing your homework, regular evaluations
- Reasonable budgets
- Fair pay with clear agreements on all tasks involved
- emotional labour is accounted for
- culture of learning from mistakes, knowing how to apologize and do better
- not afraid to fail, try new things out