

WEBVTT

1

00:00:00.470 --> 00:00:03.070

<v 0>Uh, I would like to introduce our wonderful panelists.</v>

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00:00:03.210 --> 00:00:06.350

So today we're going to combine all of the skills and all of the things that

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00:00:06.351 --> 00:00:07.230

we've been doing all week.

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00:00:07.530 --> 00:00:11.350

We will actually have a panel discussion and a workshop.

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00:00:11.410 --> 00:00:14.030

So this is the first time we're doing this in the entire forum.

6

00:00:14.490 --> 00:00:18.190

I'd like to introduce our panelists first up. I'd like to introduce Antonio,

7

00:00:18.780 --> 00:00:22.700

welcome to the states and Antonio, thank you for being with us.

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00:00:24.160 --> 00:00:28.060

I'd like to welcome back Martha and all of her wonderfulness. Uh,

9

00:00:28.061 --> 00:00:31.340

she was a facilitator, uh, on our first day.

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00:00:31.440 --> 00:00:33.460

So she's back to bring us her brilliance.

11

00:00:34.220 --> 00:00:39.020

I would like to introduce Nick, Nick pond.

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00:00:39.440 --> 00:00:43.930

He is joining us for the first time, uh, as a panelist,

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00:00:44.110 --> 00:00:46.650

but bringing all of his amazingness as well.

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00:00:47.150 --> 00:00:49.130

And of course I'd like to introduce Alina.

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00:00:50.150 --> 00:00:53.170

He is also bringing us, uh,

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00:00:53.350 --> 00:00:58.330

his brilliance in the ways in which we can look at setting goals as a

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00:00:58.380 --> 00:01:01.800

field. This session is all about setting goals.

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00:01:02.120 --> 00:01:05.880

This session is all about setting meaningful goals so that we actually have

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00:01:05.881 --> 00:01:09.400

something to work toward together. So again,

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00:01:09.760 --> 00:01:12.280

and thank you all for joining us for the final session.

21

00:01:12.880 --> 00:01:14.280

This is a final official session of opera.

22

00:01:14.281 --> 00:01:16.920

America's first ever racial justice opera form.

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00:01:17.580 --> 00:01:22.000

We have had many discussions and experiential learning spaces to disrupt white

24

00:01:22.310 --> 00:01:23.143

supremacy culture.

25

00:01:23.240 --> 00:01:27.590

Learn the importance of shifting our organizational cultures and identify ways

26

00:01:27.650 --> 00:01:29.630
to enact change at all levels.

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00:01:30.500 --> 00:01:35.150
Goal setting is the tool that will allow us to measure our progress going

28

00:01:35.151 --> 00:01:35.984
forward.

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00:01:36.370 --> 00:01:41.230
Can each of you share what you consider to be the most important concept
in

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00:01:41.231 --> 00:01:46.030
setting racial, just goals? I will actually start with

31

00:01:47.640 --> 00:01:52.370
Antonio. Can you briefly share what's most important with racial justice
goals?

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00:01:53.100 --> 00:01:55.370
<v 1>Thank you quo. Um, really quickly,</v>

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00:01:55.510 --> 00:01:59.210
I'd like to acknowledge that I am a proud descendant of people,

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00:01:59.230 --> 00:02:01.170
of African descent, um,

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00:02:01.400 --> 00:02:04.880
from president day Angola ands Sal Liberia,

36

00:02:05.290 --> 00:02:06.720
Segal and Sierra Leone.

37

00:02:07.320 --> 00:02:09.760
I'd also like to acknowledge that I'm joining you today from winter Haven,

38

00:02:10.070 --> 00:02:10.903
Florida,

39

00:02:11.010 --> 00:02:15.760

where the Toba and Seminole tribes of Florida Stewart and, uh,

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00:02:15.761 --> 00:02:19.880

the land that I now, um, am visiting you from. So, um,

41

00:02:20.100 --> 00:02:20.933

to answer the question,

42

00:02:21.370 --> 00:02:24.670

there are a few qualities that I think are really important in,

43

00:02:25.030 --> 00:02:28.550

in developing racial equity goals. First of all,

44

00:02:29.010 --> 00:02:32.310

the goal should push you out of your comfort zone. Uh,

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00:02:32.311 --> 00:02:36.110

continuing that conversation about the characteristics of white supremacy

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00:02:36.111 --> 00:02:41.030

culture and, um, the right to comfort. So let's, you know, that the,

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00:02:41.130 --> 00:02:45.140

the goal should be beyond where are comfortable,

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00:02:45.630 --> 00:02:48.380

which means then that it's probably less incremental.

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00:02:48.720 --> 00:02:52.740

And so it's more ambitious. Um, a second quality, I think,

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00:02:52.960 --> 00:02:57.220

of a racial equity goal. Um, it should be qualitative. Uh,

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00:02:57.400 --> 00:03:01.000

we need to move away from these quantitative goals of, you know,

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00:03:01.060 --> 00:03:04.520

we need to increase our audience numbers by, you know,

53

00:03:05.400 --> 00:03:09.480

50% because that doesn't always get at the relational aspects

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00:03:10.420 --> 00:03:13.480

of the, um, whole intention around racial equity. Anyway,

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00:03:14.000 --> 00:03:17.760

cause remember we are people. And so if we are trying to

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00:03:19.390 --> 00:03:22.950

rehumanize those that we have dehumanize that's about relationships,

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00:03:23.100 --> 00:03:24.910

it's about people to people, relationships,

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00:03:25.370 --> 00:03:30.150

and we shouldn't be afraid to connect with other humans because the one thing

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00:03:30.420 --> 00:03:34.990

that we have in common is that we're human. Um, and then lastly,

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00:03:35.710 --> 00:03:37.630

I, I wanna, um, say that,

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00:03:37.750 --> 00:03:41.700

I think that racial equity goes should also move away from,

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00:03:43.520 --> 00:03:48.440

um, this idea of connecting this work to like financial capital.

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00:03:49.770 --> 00:03:52.250

I know that we exist in a capitalistic society.

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00:03:53.090 --> 00:03:55.930

I am not pro capitalists. Um,

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00:03:56.750 --> 00:03:59.930

and I understand that money is very important. Um,

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00:04:00.360 --> 00:04:03.520

I understand you need money to even do a D E I work,

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00:04:04.260 --> 00:04:08.720

but what if we prioritize people over profits

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00:04:09.540 --> 00:04:11.640

and we still got to the money anyway,

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00:04:11.940 --> 00:04:16.880

but like if we put at our forefront community capital cultural capital,

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00:04:17.310 --> 00:04:21.870

political capital and social capital is that way, um,

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00:04:22.050 --> 00:04:26.950

by prioritizing people that we get to the financial means that we need to do to

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00:04:26.951 --> 00:04:28.950

work. And so I'll stop there. Thank you.

73

00:04:29.910 --> 00:04:33.540

<v 0>Thank you. Thank you for kicking out this conversation. I love it. Uh, Martha,</v>

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00:04:34.540 --> 00:04:35.210

uh, what,

75

00:04:35.210 --> 00:04:38.500

what are some things you want people to consider when we're making meaningful

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00:04:38.501 --> 00:04:40.700

racial justice and racial equity goals?

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00:04:42.730 --> 00:04:46.290

<v 2>Um, uh, I think it's really important. I'm a practical kind of gal.</v>

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00:04:46.470 --> 00:04:50.810

So when looking at, how do we start to implement this type of work, right?

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00:04:50.811 --> 00:04:53.210

How do we start to address it? Um,

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00:04:53.230 --> 00:04:57.170

and the need for it look internally before you do any work outside,

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00:04:58.250 --> 00:05:01.890

um, address what, how the culture, um, is,

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00:05:02.200 --> 00:05:07.000

is in your organization, the work that you are doing before you do outside work,

83

00:05:07.320 --> 00:05:11.440

cuz there's always, always work to establish initially internally,

84

00:05:12.100 --> 00:05:14.440

before we, uh, look outwards, right?

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00:05:14.441 --> 00:05:18.440

We have to do the work at home to be able to do the work outside of home.
Um,

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00:05:18.780 --> 00:05:23.350

so, uh, following that always of racial equity assessment,

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00:05:23.810 --> 00:05:26.230

and there are so many toolkits that there are,

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00:05:26.470 --> 00:05:29.750

there's so many resources for that to look internally at what the work that

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00:05:29.751 --> 00:05:31.110

needs to be done, um,

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00:05:31.210 --> 00:05:36.110

in your organization before you try to address going out into the community, um,

91
00:05:36.260 --> 00:05:40.790
with these changes and uh, whatever transformational policy you wanna
implement,

92
00:05:40.791 --> 00:05:41.351
right? Look,

93
00:05:41.351 --> 00:05:46.100
look internally first and then continue to do that work outside the space.

94
00:05:46.820 --> 00:05:48.660
Um, so you can reach, you know,

95
00:05:48.661 --> 00:05:52.220
have a strategic plan after you look at that initial assessment,

96
00:05:52.570 --> 00:05:56.460
what do we need to address to make different and, uh,

97
00:05:56.520 --> 00:06:00.720
put some goals in strategic planning internally and what that may look
like for

98
00:06:00.721 --> 00:06:03.040
your organization is very individual. Um,

99
00:06:03.220 --> 00:06:06.520
and after you reach those go outside of yourself,

100
00:06:06.620 --> 00:06:09.040
go outside of your organization. Because again,

101
00:06:09.260 --> 00:06:12.600
we talked about those white supremacy characteristics earlier that a sense
of

102
00:06:12.840 --> 00:06:16.280
urgency and wanting to get outside and get results quickly.

103
00:06:17.390 --> 00:06:19.390
Mm yeah. Pace yourself a little bit.

104

00:06:19.410 --> 00:06:24.110

You gotta look internally first make that work and then you'll be ready and

105

00:06:24.111 --> 00:06:27.310

better equipped to go outside and, and do transformational work.

106

00:06:29.440 --> 00:06:29.960

<v 3>Thank you. So.</v>

107

00:06:29.960 --> 00:06:33.000

<v 0>Thanks for sharing. Uh, I have so many things that I'd like to dig into.</v>

108

00:06:33.240 --> 00:06:37.040

I am going to continue to build on the wealth, right? Uh, Alina,

109

00:06:37.530 --> 00:06:42.150

can you let us know what are some things that come to mind when you think of

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00:06:42.151 --> 00:06:44.510

racial justice, racial equity goals?

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00:06:46.300 --> 00:06:49.550

<v 4>Well, thank you to Antonio Mata. How do I follow that up?</v>

112

00:06:49.930 --> 00:06:52.270

I'm coming to you from the land of the Cosalish people,

113

00:06:52.271 --> 00:06:57.230

specifically the Duwamish qua to Le tribes also known as

114

00:06:57.231 --> 00:06:59.940

Seattle, which I feel like with my coffee and beanie,

115

00:07:00.060 --> 00:07:04.380

I look very Seattle right now. Um, so, uh,

116

00:07:05.290 --> 00:07:08.260

gosh, just to build on top of all of that,

117

00:07:08.290 --> 00:07:10.340

like who's who are making your goals,

118

00:07:11.210 --> 00:07:15.630

are we existing in this like regular pyramid of like top down structures because

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00:07:15.790 --> 00:07:19.100

in anti-racism intersectional equity work that pyramid's flipped up side down

120

00:07:19.101 --> 00:07:21.260

people that usually don't have access to that table.

121

00:07:21.490 --> 00:07:24.700

They're the ones that are at the top, making the decisions a lot of time.

122

00:07:24.730 --> 00:07:26.660

Anti-racism diversity,

123

00:07:26.760 --> 00:07:31.540

equity include whatever kind of name we've created for maybe avoiding sometimes

124

00:07:31.760 --> 00:07:33.100

the conversation about race.

125

00:07:34.850 --> 00:07:39.410

Who are we centering in that conversation, um,

126

00:07:39.850 --> 00:07:42.800

are reentering black indigenous folks of color to make decisions for themselves.

127

00:07:42.800 --> 00:07:45.680

That doesn't mean tokenize them. Hey, what do you think we should do? Actually,

128

00:07:45.681 --> 00:07:48.160

you tell us what we need to do. And then we do it right.

129

00:07:48.360 --> 00:07:50.680

A lot of times it is focus on educating white folks,

130

00:07:50.681 --> 00:07:52.240

which is a part of anti-racism work.

131

00:07:52.300 --> 00:07:56.280

It is not for your bipo colleagues to do that. Please take this. If,

132

00:07:56.281 --> 00:07:57.360

if you take anything from me,

133

00:07:57.900 --> 00:07:59.760

do not go talk to your black and brown friends about,

134

00:07:59.761 --> 00:08:03.550

do you know what I learned? I am so appalled at what I learned in this,

135

00:08:03.650 --> 00:08:05.070

in this form, in this workshop,

136

00:08:06.280 --> 00:08:09.300

that's that's to build with other white folks that's to do other community

137

00:08:09.301 --> 00:08:13.060

organizing for bipo folks in this space. Like we have work to do too.
Right?

138

00:08:13.120 --> 00:08:16.540

We have to acknowledge the way that anti-blackness shows up in us,

139

00:08:16.570 --> 00:08:20.820

anti indigenous, like wisdom and culture shows up in us too, right?

140

00:08:20.820 --> 00:08:23.330

We all have our own work to do, but when you're making these goals,

141

00:08:23.400 --> 00:08:27.610

like who's making them, um, to, to Antonio's point. Like,

142

00:08:27.611 --> 00:08:29.490
are you uncomfortable? You should be,

143

00:08:29.990 --> 00:08:32.050
you should be uncomfortable to mark this point.

144

00:08:32.051 --> 00:08:35.450
Like you have to do that internal work before we can do that.

145

00:08:36.430 --> 00:08:37.530
The work outside,

146

00:08:37.970 --> 00:08:41.930
I think a lot of our sector within arts and culture and with opera is very

147

00:08:42.080 --> 00:08:46.240
focused on the diversity that we are

148

00:08:46.600 --> 00:08:50.910
bringing in. And I think a lot of times we forget the diversity that we
have,

149

00:08:51.550 --> 00:08:55.320
and we're not caring for those people. We're not centering those people.
Um,

150

00:08:56.360 --> 00:09:01.000
Dore McKesson talks about the difference between diversity and inclusion
is the

151

00:09:01.001 --> 00:09:02.720
difference between bodies and culture.

152

00:09:02.870 --> 00:09:07.850
What is your culture focusing on getting external diversity into

153

00:09:07.851 --> 00:09:10.410
your space when the internal folks that you have are not happy.

154

00:09:10.440 --> 00:09:13.930

They're not thriving. They're not in positions of power. They don't feel safe.

155

00:09:14.000 --> 00:09:17.640

They don't feel that they can show up as their full self to work.

156

00:09:17.660 --> 00:09:21.990

We have a lot of, um, interrogating to do about ourselves.

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00:09:22.090 --> 00:09:22.770

And like as a,

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00:09:22.770 --> 00:09:27.190

as a Latinx person who moves about the world with a lot of light skin privilege

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00:09:27.191 --> 00:09:28.550

like that, that includes me.

160

00:09:29.390 --> 00:09:32.430

I have to be willing to go to those uncomfortable spaces. Where,

161

00:09:32.860 --> 00:09:37.820

what am I doing? Not just for the liberation of, of my black and brown sisters,

162

00:09:38.040 --> 00:09:41.980

but like, and community non two spirit non-binary folks also.

163

00:09:42.560 --> 00:09:46.380

But my liberation is, is tied into that too. So when you're making these goals,

164

00:09:46.830 --> 00:09:49.580

think about who you're centering, who's making those decisions.

165

00:09:49.640 --> 00:09:50.620

Is it white folks at,

166

00:09:50.621 --> 00:09:55.310

in executive leadership or have you flipped that pyramid up upside down and they

167

00:09:55.311 --> 00:09:58.500

like black indigenous folks are gonna lead our organization in this work.

168

00:09:59.020 --> 00:10:01.540

And it's gonna mean that you have to risk something.

169

00:10:01.960 --> 00:10:04.380

You have to be willing to shift power. You have to let go.

170

00:10:04.640 --> 00:10:07.620

You're gonna have to let go of those things for, for,

171

00:10:07.880 --> 00:10:12.140

for truly the betterment of everybody in your space.

172

00:10:12.400 --> 00:10:16.400

We can't just be focused on kind of, um,

173

00:10:18.120 --> 00:10:22.360

switching our policies or language that we think makes us more inclusive,

174

00:10:22.640 --> 00:10:22.920

but like,

175

00:10:22.920 --> 00:10:26.400

what are we actually doing to dismantle how white supremacy culture shows up in

176

00:10:26.520 --> 00:10:29.000

our institution and move us forward along that

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00:10:30.840 --> 00:10:31.880

Ofra multicultural.

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00:10:40.340 --> 00:10:42.440

<v 0>And of course, Nick, uh,</v>

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00:10:42.500 --> 00:10:46.200

can you let us know what are some things people should consider?

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00:10:46.230 --> 00:10:48.360
What comes to mind, uh, when,

181

00:10:49.030 --> 00:10:52.400
when they're setting racial justice, racial equity goals.

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00:10:54.990 --> 00:10:58.430
<v 5>I, it's hard to follow up on all these amazing insights here. Uh,</v>

183

00:10:58.450 --> 00:11:03.320
and I just wanna acknowledge that I it's I'm so sort of in awe

184

00:11:03.321 --> 00:11:06.640
of what everybody who's just gone before me has said, I'm building on it
though.

185

00:11:06.800 --> 00:11:11.480
I think, especially in, in terms of the opera house and opera companies,

186

00:11:11.840 --> 00:11:12.840
we, the art form,

187

00:11:12.860 --> 00:11:16.120
we tend to think of these organizations as serving the art form,

188

00:11:16.730 --> 00:11:19.000
which sort of lives on a little island,

189

00:11:19.520 --> 00:11:23.430
isolated that sort of caters to luxury items and an elitism.

190

00:11:23.770 --> 00:11:28.550
And I think we forget sometimes that we are actually here to serve our

191

00:11:28.551 --> 00:11:29.384
communities.

192

00:11:29.890 --> 00:11:34.870
And this is an incredible opportunity to be in dialogue with those
communities,

193

00:11:34.970 --> 00:11:38.630

to learn who those communities are. And by doing those things,

194

00:11:38.631 --> 00:11:42.590

we're only gonna better serve our communities and then therefore better serve

195

00:11:42.591 --> 00:11:43.424

the art form.

196

00:11:46.660 --> 00:11:51.460

<v 0>I love it. So just, uh, ha the way the judge is dropped fire into the space</v>

197

00:11:54.040 --> 00:11:57.480

and all of this, like here to, to be uncomfortable,

198

00:11:57.980 --> 00:12:00.920

to make sure that you're looking at the internal work first,

199

00:12:00.980 --> 00:12:02.840

and then in internal internal work,

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00:12:03.230 --> 00:12:06.840

make sure you're actually centering the voices of those who can best determine

201

00:12:06.950 --> 00:12:11.600

when we are achieving what we need to achieve and then start to work and ensure

202

00:12:11.601 --> 00:12:15.150

that we're serving our communities. And I love what you bring to the,

203

00:12:15.330 --> 00:12:16.750

to the conversation Alina,

204

00:12:16.890 --> 00:12:21.710

in that you have to flip that pyramid with the intention of understanding that

205

00:12:21.711 --> 00:12:22.870
we will remove the pyramid,

206

00:12:23.650 --> 00:12:27.950
the intention of understanding that eventually as we flip the pyramid as those,

207

00:12:28.300 --> 00:12:32.790
because in most cases, we do not have a lot of, uh, people of color.

208

00:12:33.020 --> 00:12:34.100
We do not have a lot of the world,

209

00:12:34.420 --> 00:12:38.700
majority in leadership and senior level positions that is very telling.

210

00:12:39.400 --> 00:12:43.660
So as we start to look to, uh,

211

00:12:43.670 --> 00:12:48.620
those who have the best lived experience and what it means for us to get rid

212

00:12:48.621 --> 00:12:49.170
of these things,

213

00:12:49.170 --> 00:12:52.620
what it means for us to be able to measure whether or not we're getting to where

214

00:12:52.621 --> 00:12:55.330
we're going. I would like to also, uh,

215

00:12:55.350 --> 00:12:58.090
ask that we be mindful of the additional pressure that comes with it.

216

00:12:58.110 --> 00:13:01.290
If we're coming at it from a white supremacy expectation of you,

217

00:13:01.291 --> 00:13:02.130
tell me what to do.

218

00:13:02.190 --> 00:13:05.370

You write all the things I'll copy and paste it and put it in this space.

219

00:13:05.950 --> 00:13:10.850

You let me know when I'm doing things so I can, so I can continue to have power.

220

00:13:11.750 --> 00:13:13.610

The goal is to make sure that we do.