

Consultation on systemic racism and
discrimination

PRESENTATION BY THE SERVICE DE LA CULTURE

May 21st, 2019



• Montréal's cultural ecosystem

Service de la culture

- The goal of its efforts is to develop, enhance and provide various drivers to reflect the reality of Montréal's new culture:
- Through support programs for activities presented by Not-for-Profits (cultural mediation, recreation and amateur artistic practice)
 - Through activities and dissemination in the libraries and the Accès culture network
 - Through the development and consolidation of cultural facilities (libraries, maisons de la culture, artist studios, public art)
 - Through the support and guidance of cultural festivals and events, other public events, cultural and creative businesses
 - Through coordination of events/activities on the public domain (e.g. festivals and events)
 - By hosting foreign cinematographic and television filming projects
 - By the awarding of prizes (Grand prix du Livre de Montréal, Prix Pierre-Ayot, Prix Louis-Comtois, Prix de la diversité en danse)

- **CAM touring program**
- **Expert committees**
- **In-residence programs in the Accès culture network for creators: dance, new artistic practices and emerging music**
- **Award for diversity in the visual arts**

Conseil des arts de Montréal

- Helps finance and publicize more than 500 artistic companies and collectives
- Programs and subsidies, operation support, awards, tours, residences and guidance
- Cultural diversity programs: démART-Mtl internship program, in-residence programs for the visual arts film, dance, music, theatre and new artistic practices
- Cultural diversity awards: MTL en Vitrine private fund in literature, music, theatre, dance
- Funded by the Ville de Montréal
- The Director of the city's cultural department is an observer on its Board of Directors

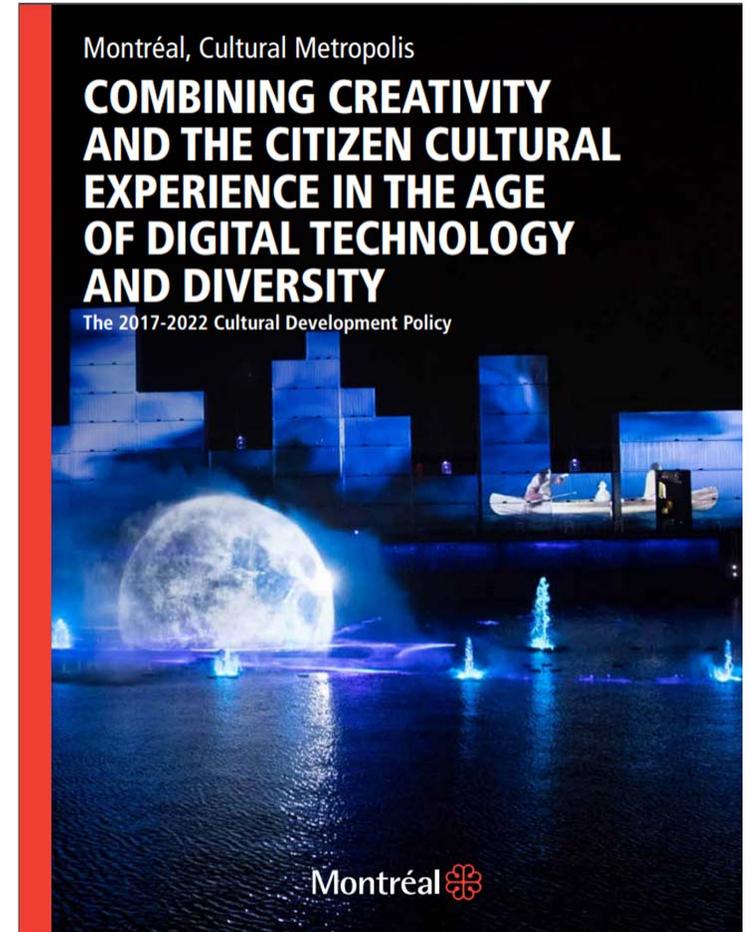
2017-2022 Cultural Development Policy

Inclusion and equity - Second pillar of the Policy

“Encourage the contribution and representation of all citizens and all cultural influences, so that everyone recognizes themselves and develops to their full potential.”

Priorities

1. Ensure that all of Montréal's professional artists can contribute to their full potential for the cultural development of the city.
2. Annually improve in the Accès culture network, representation of Montréal cultural diversity and artists of diverse backgrounds, as well as those of the Indigenous and Anglophone communities, both in terms of programming and clientele; promote the talents of Montrealers from all backgrounds.
3. Work toward becoming exemplary by reviewing the Service de la culture's programs and practices.



• Actions related to cultural diversity

Priorities #1 and #2 of the Cultural Development Policy Accès culture network (Maisons de la culture)

Increase representations of diversity in programming

- Representation of diversity in performing arts programming in the Accès culture network has, on average, moved from 9% in 2009 to 14% in 2017.
- Networking, scouting and discoverability through activities with partners (e.g. DAM, Vision Diversité, MAI).
- Welcoming a diversity of artists for creative in-residence programs (with MAI).
- Supporting artists to create videos for portfolio submittal (with DAM)
- Creation of specific projects and local initiatives (e.g. Des Mots sur mesure, Babel Musique, Projet hors-les-murs en arts visuels in summer 2019).

Increase representations of diversity in clientele

- Extra-mural programming to reach a diversity of clientele outside of traditional spaces.
- Cultural mediation projects with various cultural and community groups as well as in schools.
- Specific projects such as: Intercultural welcome days (Les Journées d'accueil interculturelles) and the Brigade d'inclusion to help boroughs reach out to clientele among new arrivals and cultural communities.
- "Relaxed" performances, open to everyone, in particular people with disabilities.
- Survey (currently underway) with BINAM to identify which clientele do not attend the Accès culture network activities (results expected in fall 2019).



• Actions related to cultural diversity

Support for Indigenous artists

Methods and projects implemented

- Welcoming Indigenous artists for in-residence programs (in the Accès culture network).
- Support of boroughs for a greater distribution of Indigenous artists in the network.
- Collaboration with Indigenous cultural organizations to develop projects (e.g. Feux Sacrés, Ondinnok, Wapikoni mobile).
- Thirteen screenings in Montréal libraries to promote Indigenous cinema: project Aabiziingwashi (Wide Awake) and with Wapikoni mobile.



Training and awareness-raising for borough and cultural department employees

Methods implemented

- Training of employees in the Accès culture network, libraries and boroughs about issues of diversity and intercultural communication.
- Creation of a diversity databank in human resources (commissioners, mediators, communications officers, video-makers, etc.).



• Actions related to cultural diversity

Priority #3 of the Cultural Development Policy

Support programs

- In 2019, revision of financial contribution programs to promote inclusion, equity and diversity: Montréal Heritages, Diversity of Cultural Expressions – Festivals and Events, Support of Cultural Festivals and Events, Amateur Artistic Practice, and Cultural Mediations MTL.
 - ✓ More inclusive programs: addition of evaluation criteria for the inclusionary aspect of the project, for mediation activities allowing for the development of diverse clientele, development of social cohesions; particular attention to Indigenous projects.
 - ✓ Information sessions.
 - ✓ Indigenous experts and those from immigrant backgrounds present on all juries.
 - ✓ Increase in budget envelope.

Convincing results

Montréal heritage elements program: Enhancing neighbourhoods

- 39 applications submitted: 18 new organizations, of which 5 were diversity-focused (being evaluated).

Diversity of cultural expressions – festivals and events:

- Consolidate events and festivals that encourage sharing and exchanges of cultural diversity to promote intercultural relations.
- 58 applications submitted, of which 24 from new organizations (being evaluated).

Festivals and cultural events:

- The aim of this program is to consolidate the efforts of several festivals and events.
- 71 projects submitted, of which 10 were new; 41 projects selected, of which 5 are diversity-focused.

Amateur artistic practice program:

- Addition of a new criterion to accept community organizations.
- 84 files submitted, 41 organizations supported, of which 22 are for cultural communities.

MTL Cultural Mediations:

- This program promotes intercultural and inclusive projects that reach out to people distant from cultural activities.
- More than 32% of organizations that had never been previously supported received a grant, including diversity-focused cultural organizations; more diversity projects were submitted with the modified program.

• Actions related to cultural diversity

Centre d'histoire de Montréal



- Mémoires des Montréalais project: The memories of people of diverse communities are collected, historical articles about cultural communities.
- Production of documentaries, such as Raconte-moi Haïti-Montréal (2015), Raconte-moi Parc Extension (2016), Le Soleil d'Aoura. Mémoires d'immigrantes (2019).
- *J'arrive à Montréal* exhibition (2017).

Support of diversity organizations



- Allows the organization to support Indigenous artists and disseminate their work at Montréal venues.



- Activity program at Centre Strathearn since 1998.
- Guidance programs that help support diversity-focused artists.



- Allows the organization to offer actions to build awareness among cultural players about diversity issues (iDAM cell).
- Support for the implementation of a diversity promotion and inclusion strategy.

• Actions related to cultural diversity

Montréal's Libraries

Inclusion and diversity

- Collections: New arrivals, multilingual, language courses, world newspapers online, online courses.
- Various intercultural mediation projects: *Coup de poing: lutte aux préjugés*; Human Library events; Intercultural welcome days (Les Journées d'accueil interculturelles); facilitation projects in welcome classes (*Livres dans la rue*), etc.
- New spaces for discussions, creation and dissemination to promote intercultural mixing; open to the expression of all cultures (interactions, discussions and citizen participation)
- Reading groups and intercultural conversations for adults, to break down prejudices (*Les Mots partagés*).
- *Contact, le plaisir des livres*: in the 19 boroughs, extra-mural facilitators (in CLSCs, low-cost housing buildings, community organizations, etc.) who meet with newly arrived families and in disadvantaged neighbourhoods to provide activities to encourage reading.

Coup de poing: lutte aux préjugés

- Facilitation related to a collection of picture books dealing with taboo and transgressive themes, including prejudices, discrimination and refugees.
- Training of educators and librarians.



Liaison agents

- Began in 2008 in four boroughs (Montréal-Nord, Villeray–Saint-Michel–Parc-Extension, LaSalle and Ahuntsic-Cartierville).
- Increased facilitation in cultural diffusion spaces for immigrant families and those of immigrant backgrounds.
- Promote use and participation of newcomers in community social and cultural life by connecting with them directly, in their spaces.



Challenges and action measures

