

Reports for the 2021 Annual General Meeting of the
Canadian Association for Theatre Research/
Association Canadienne de la Recherche Théâtrale

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Agenda: Annual General Membership Meeting

Date: Monday, June 14, 2022

Time: 10:15 – 12:30 PM MDT

Location: University of Lethbridge and Zoom

1. Call to Order
2. Motion to Approve the Changes to the 2022 Agenda
 - a. Inclusion of Item 5 -- the Representative from the Federation
 - b. Inclusion of Item 8.d – Special Resolution
 - c. Moving the Ad Hoc Committee on CATR Awards to Item 11
 - d. Moving CATR’s Representative to the Federation Report to Item 16.c
3. Approval of the 2022 Agenda
4. Approval of Minutes of the 2021 AGM
5. Report of the Representative from the Federation – Vanessa (10 mins)
6. Report of the President (10 mins)
7. Report of the Vice-President on Theatre Agora (10 min)
8. Report of the Treasurer (15 mins)
 - a. Motion to approve the 2021 year-end financial statements
 - b. Motion to approve the 2022 budget forecast
 - c. Motion to appoint Adams & Miles as public accountant for fiscal year 2022
 - d. Special Resolution to opt out of the default audit requirement for soliciting organizations, and instead undertake a Review Engagement

Report of the Committees

9. CATR/SQET 2022 Conference Report (15 mins)
10. Anti-Oppression and Anti-Racism Ad Hoc Committee Report (15 mins)

11. Ad-Hoc Committee on CATR Awards Report (15 mins) – Motions for new associateships
12. Report of the Committee on Conduct (5 mins)
13. Report of Membership Coordinator (5 mins)
14. Report of the Elections Officer (5 mins)
15. Graduate Student Representatives' Report (5 min)
16. Other Business
 - a. Scholarly Awards Report (10 mins)
 - b. Mentorship Coordinator Report (5 mins)
 - c. CATR Representative to the Federation Report (5 mins)
17. Adjournment

Federation Representative Report

Submitted by: **Vanesa Foran**

The following Federation of the Humanities and Social Sciences representatives will be in attendance:

- Gabriel Miller, President & CEO
- Andrea Davis, Congress 2023 Academic Convenor, York University
- Vanessa Foran, Member Relations Officer
- Dhanela Sivaparan, Senior Advisor, EDID

The presentation we've prepared is scheduled as follows:

- Introductions Congress 2023 (5mins incl. Q&A)
- Federation general update (5mins incl. Q&A)
- EDID Update (5mins incl. Q&A)

Report of the President

Submitted by: **Yana Meerzon**

With this AGM I am finishing my term as President of CATR. The past two years have been very trying, with the COVID-19 pandemic marking both years of my presidential work.

Although I am joining the CATR membership from the distance, I am very happy to see many CATR members being able to meet in person this June. It is a sign of hope, and I only can wish that in 2023 we will be meeting in much larger numbers and mostly in person.

With this thought, I would like to announce that **CATR 2023** will take place at Dalhousie University, Halifax, Nova Scotia. I would like to thank **Roberta Barker** for stepping up as a chair of the CATR 2023 conference team. The CATR Board is thrilled to share this news and I am asking all members of the CATR to consider putting forward their time, ideas, and efforts in working together with Roberta. As you will hear from Robin later, the CATR 2022 has gathered more than 50 people to help running this event.

The academic year 2021-2022 happened to be very busy for the CATR Board. I would also like to send my special gratitude to all members of the Board, as we have continued to meet and consult with one another during this difficult time, and I wish to send my “thank you” to all the Chairs and members of every committee that continued working through 2021-2022.

I am also aware that many universities and theatre departments struggled extensively through the second year of pandemic; many of us were forced to continue teaching online, some of us went on strike, others have been significantly burdened by administrative duties. I am also aware that our field continues struggling both in terms of practice and in academia, with many emerging scholars still seeking full-time employment. This crisis remains a serious problem for our discipline, which has been differently addressed during this conference.

This crisis has been affecting the work of the CATR Board. Over the 2021-2022 academic year, we saw a large turnover among the members of the board. First, I would like to say a special thanks to the outgoing members of the board: My very special thank

you goes to **Reza Sadeghi-Yekta** and **Shauna Janssen** who stepped down from the board in the Fall 2021.

Selena Couture, stepped down from her role as Membership Coordinator, but continues working for the board a liaison between the Canadian Association for Theatre Research and Theatre Research in Canada. Selena also joined Jill Carter and Andy Houston on the Committee on Conduct.

This spring we also say thank you for your service to **Hannah Rackow**, **David Owens**, **Natalia Esling**, **Andy Houston** and **Yana Meerzon**, who are stepping down from the CATR board.

In addition, **Keren Zaiontz** and **Kimberly Skye Richards** are stepping down from their position as CATR Scholarly Awards Coordinators/Coordinatrices des bourses.

The board is now seeking a new person or team to take on this position of the CATR Scholarly Awards Coordinator(s) for the period of 2022-2024. Interested parties are welcome to write to me or Robin Whittaker if they are interested in this role.

The CATR elections took place several times during 2021-2022. I would like to thank **Michelle McArthur** and the **Nomination Committee** for their hard work on this task and welcome the new members of the Board:

President/Présidente: Robin Whittaker

Vice President/Vice-Président: Taiwo Afolabi

Atlantic Region/Région de l'Atlantique: Neil Silcox

Quebec/Québec: Liviu Dospinescu

Alberta and the Territories/Alberta et les Territoires: Justin Blum

Representative-at-large/Membre sans désignation régionale: Deneh'Cho Thompson and Michelle MacArthur

Graduate Student representatives/ Représentants des étudiant(e)s des cycles supérieurs: Taylor Graham

Unaffiliated Scholar Representative/ Représentant(e) des chercheurs/chercheuses sans affiliation institutionnelle: Jacqueline Taucar (2022-2024) (also CATR Board Secretary)

Christine Bellerose accepted a position as a CATR representative with SQET; Christine will be attending regular meetings of the SQET board. I would also like to welcome **Jane Koustas** as the SQET representative to the CATR Board. These new members have been elected for two years and will serve on the Board from Spring 2022 to Spring 2024.

My special WELCOME goes to **Robin Whittaker as a newly elected CATR President** and **Taiwo Afolabi as our new Vice-President**. I wish the new team a very productive, smooth, and happy ride in their new roles.

I would also like to share very sad news: Professor Denis Salter (McGill University) passed away **in April 2022**. This is a huge loss for Canadian theatre scholarship and for the CATR specifically. In 2020, Denis was a recipient of the Life Achievement award. His good friend and colleague, Ted Little will be writing a special obituary for Denis. Erin Hurley, past CATR President, has already sent her special tribute to Denis. I am collecting these letters and tributes and will be asking Natalia to post them later on the CATR website. I would like to invite the members of the CATR Board and CATR in general to also send me their tributes.

The **e-initiatives** that Andy Houston and I proposed in May 2020 continued in 2021-2022.

Neil Silcox ran the **TheatreAgora** website in the Fall 2021 and helped us to facilitate the **CATR 2021 conference, ACT 4**, which featured a few sessions that were planned for the summer 2021 event but due to the tragic discoveries and events of the summer 2021 have been cancelled from the original program. There were several other events that run on the **TheatreAgora** website. Andy Houston will share more information in his report.

The CATR Board continued running several ad-hoc committees, each of them is presenting their reports today. **As a chair of the Ad-Hoc CATR committee on Lifetime Achievement Award and Honorary Associateship Award, I will submit my report separately from this one.**

In March 2022, I attended the meeting of Federation for the Humanities and Social Sciences, which was dedicated to its new EDI policies and Accessibility services.

Summary and slides from the meeting are available and the CATR membership can consult them upon request. The federation also shared some useful links to consult on this subject:

<https://www.federationhss.ca/fr/programmes-politiques/edi-et-decolonisation/creer-une-etincellepour-le-changement>

<https://www.federationhss.ca/en/programs-policy/equity-diversity-inclusion-and-decolonization-edid>

Charter on Equity, Diversity, Inclusion, and Decolonization in the Social Sciences and Humanities | <https://fhss.swoogo.com/edid-charter>

Igniting Change | <https://www.federationhss.ca/en/programs-policy/edi-and-decolonization/igniting-change>

During this meeting, I reported on how expensive CATR conferences have become, because of our commitment to the EDI policies, and when it comes to the CATR goal to provide adequate translation and accessibility services. I mentioned that this is the labor that must be acknowledged and paid properly; I asked the Federation whether there will be any help with the 2023 meeting in terms of such expenses, I received no response to this question. I also learned that some associations use graduate students' services who volunteer doing translation and accessibility service for free. I stated that for the CATR this approach is unacceptable.

This concludes my Presidential report for 2021-2022.

It has been my true pleasure and privilege to serve CATR as its President. I am stepping down with strong believe and trust into the new team.

Cordially,

Yana Meerzon, CATR President (2020-2022)

Report of the Vice President

Submitted by: **Andy Houston**

My primary duty as Vice President of CATR in past year has been performing the role of TheatreAgora.ca Committee Chair. TheatreAgora.ca is the website that CATR jointly runs with SQET, and has been an important virtual location for CATR's annual conference in 2021 and 2022. Here is an update on the development of TheatreAgora.ca, over the past year:

Current Activity

- Thanks to the hard work of Katrina Dunn (CATR) and Nicole Nolette (SQET), TheatreAgora.ca has secured a \$100,000 grant from the Canada Council's Digital Greenhouse initiative. The Digital Greenhouse supports short-term projects that leverage digital technology to address sectoral and digital challenges, and in the case of TheatreAgora.ca, the council was impressed with the vision and proposed approach to the development of TheatreAgora.ca as a joint venture between CATR and SQET. This funding is for two-years of development of the site.
- Thanks to the Canada Council funding, TheatreAgora.ca is currently looking for a bilingual consultant and designer for the site's development. In keeping with the scope of this grant, we are also looking for a consultant on the development of the TheatreAgora.ca Committee because we want to ensure that the work of this committee best serves both organizations, and that this work is completed in a fair and sustainable manner.
- In April, the TheatreAgora.ca Committee welcomed Dr. Jordana Cox to the role of Curator of our website.

Jordana is an Assistant Professor in the Department of Communication Arts at the University of Waterloo, where she lives and works on the traditional territory of the Attawandaron (Neutral), Anishinaabeg and Haudenosonee peoples. Jordana is a cultural historian who studies intersections between theatrical performance, public communication, and democratic life. Her first book, forthcoming next winter in the University of Massachusetts' "Journalism and Democracy" series, is called *Staged News: The Federal Theatre Project's Living Newspapers in New York*.

Jordana grew up in Ottawa, where she interned in dramaturgy at the Great Canadian Theatre Company, and appeared as "Lead Pigeon" in a musical rendition of George Orwell's *Animal Farm*.

Briefly, in her role as Curator of TheatreAgora.ca, Jordana will be overseeing the organization of the site, which in part will be an exercise in cultivating the on-going relationship between CATR and SQET; she will oversee and make decisions concerning the site's design, accessibility, modes of outreach to various stakeholders and communities, and she will work in collaboration with the TheatreAgora.ca Committee.

Recent Website Updates:

- Act One of the CATR 2022 conference went fairly well, but the Digital Dramaturgy Committee, the Technical Director of the conference, and the Technical Director of TheatreAgora.ca are struggling with registration and paywall issues. We hope that these problems will be fulsomely addressed, thanks to the Canada Council funding, with the new design of the website, and the proper funding for technical support expertise and personnel.
- The Digital Dramaturgy Committee has done a tremendous job in the past six months, preparing the TheatreAgora.ca site for the three acts of the CATR 2022 conference. This committee includes Signy Lynch, Fraser Stevens, Jake Nevins (Technical Director of TheatreAgora.ca), Josh Carroll (Technical Director of the CATR 2022 conference), Baz Skinner (CATR 2022 Conference Coordinator), and Robin Whittaker (CATR 2022 Conference Chair).
- Discussion has taken place between Jordana, Jake and Fraser (on behalf of CATR) about the on-going challenges of paywalls and access to the TheatreAgora.ca site. Currently we only require paywalls for the conference, but in the future, paywalls might be required for both general website access and conference access. These are concerns that the TheatreAgora.ca Committee will address in the months to come.
- In 2022, the TheatreAgora.ca Committee has grappled with issues arising from the division of labour/payment for work on TheatreAgora.ca. In the months to come, with the financial support of the Digital Greenhouse grant and the guidance of a consultant, we hope to address these issues in a fulsome and sustainable manner.

Website Operation and Organization Issues to be Addressed in 2022:

- With the help of a hired consultant, the organization of payment for TheatreAgora.ca site maintenance must be determined between CATR and SQET.
- We need to further development a response to issues that have emerged with CATR and SQET membership list access. That is, how does TheatreAgora.ca manage website access when membership lists for CATR and SQET are private? How will the Curator and TD of the website know which members are in good standing?
- A post-mortem for the designs of both the CATR and SQET 2022 conferences will happen in the months to come, and this will provide useful information for the development of TheatreAgora.ca.
- Archiving of the 2020 and 2021 conferences for both CATR and SQET has posed unique design and operational challenges to TheatreAgora.ca. This will be a significant focus of development in the future design of TheatreAgora.ca.

Respectfully,

Andy Houston

Report of the Treasurer

Submitted by: **Katrina Dunn**

Report on 2021

2021 was a smooth year financially for CATR, with one significant glitch. Our year end process was made tricky because the accountant who previously led work on CATR's file at the firm that we had approved as our public accountant at the 2021 AGM, Hogg, Shein and Scheck (HSS), moved to a different firm and HSS was reluctant to continue to serve us as clients. Thank-you to all who came out to our Special Membership Meeting on March 21 to help us appoint a new public accountant, Adams and Miles LLC, and thereby continue our relationship with Ninette Bishay, who has been working on our file for years. Please note that, due to a regulatory change, our financial statements are now called a "Compilation Engagement" rather than a "Notice to Reader" as in previous years.

In the **Statement of Financial Position**, you can see that we ended 2021 with **\$9,417 in Accounts Receivable**, which is mainly the settlement from the 2021 Conference and the exchange of membership fees with SQET. We had **\$5,467 in Accounts Payable**, which was accounting fees from 2021 and SQET memberships purchased through CATR. Our Statement of Operations and Changes in Net Assets shows a surge in conference activity (addressed below) and **Memberships growing slightly to \$18,480**. We ended the year with an **excess of revenue over expenses in the amount of \$8,332**. Our **cash position** at the end of the year showed **\$31,817**.

The financial accounting for the **2021 Conference** was not completed until February 2022, due to the October Fourth Act that continued the conference into the Fall, and the slow pace of payments through university systems. In the end, the **Revenues for the event came in at \$123,241, and the Expenses at \$103,654**. In the elaborate cashflow created for this conference project, only a portion of the funds ran through CATR. On final accounting, CATR and SQET decided to split the surplus on a 2/3, 1/3 ratio, which meant that **CATR's surplus portion was \$13,045**, with \$7,000 of these funds allocated to the 2022 conference.

Donations in 2021 were strong, and I continue to be impressed by the generosity of the membership. In 2021 our donors gave a total of **\$5,491**. The majority of the donations

were received through the Federation portal when members were renewing their memberships, either close to the beginning of the year or in advance of the conference. Through the portal, the membership donated **\$1,675 to the Indigenous Host Initiative and \$1170 to Grad Student Travel/CATR Grants**. As well, we ran a campaign through Canada Helps in the early fall to support the CATR grants, which brought in a total of **\$2,646**. I have instigated a process of listing our donors on the “Donate” page of the CATR website. If you gave in 2021, your name will be there and tax receipts went out, either through CATR or Canada Helps, in early 2022. In January of 2023 the Donate page will get updated to show the 2022 donors.

Conferences

One of the things that is clearly shifting is that more of the expenses of our annual conference are running through CATR’s accounts. For 2021 and 2022, I have been sitting on the Conference Organizing Committee as Chair of the Fundraising and Financial Management Committee. This committee raises the funds for the conference that are not internal to the participating universities (i.e. host Department allocations, Conference Support Programs, and the SSHRC Connections grant). **This year this valuable work was undertaken by committee members Taylor Graham, Lauren McLean, Alice Hinchcliffe, and Alessandro Simari.** In my mind, this arrangement is beneficial for CATR in a number of ways. Firstly, hiving this off from the duties of the Conference Chair and Local Arrangements Committee will hopefully lead to less burn out for these committed volunteers. Next, it allows us to create more regularity and reliability for our financial supporters. Finally, I believe that it allows the Association to have more careful control over what is clearly the largest flow of money that we deal with, and to ensure that we are protected from any uncertainties or overages.

The only downside of this is that the inflation of our annual budget and being the recipient of government grants means that, going forward, we need to undertake a more in-depth process for our year-end financial statements (a Review Engagement rather than a Compilation Engagement [or Notice to Reader in previous years]) which will cost more. Our current public accountant, Adams and Miles LLC, has encouraged us to **pass a Special Resolution to accept a Review Engagement as allowed by Corporations Canada (rather than the full audit that would otherwise be required of soliciting organizations)**, and that resolution is included at the end of this report with the others.

2022 Budget

The 2022 budget, as approved by the Board, is attached. Most of the expenses of the organization remain stable in 2022. You will see that I have raised Accounting Fees significantly in this budget. Our accountant has recommended that we pay a specialist to set up accounting software for us that is tailored to our needs and then teach me how to use it. I agree with this – the time for our homespun methods is over and, while this will be a time investment, I believe it will save time in the long run. This is a one-time investment – it is a set up costs and not an ongoing cost, except for a minor fee for using the chosen software. The increase in Accounting Fees also deals with the increased expense of the Review Engagement, as opposed to the Compilation Engagement.

The budget for the **2022 Hybrid Conference shows Revenues of \$130,334, and Expenses of \$128,419.** The major change between the 2021 and 2022 is that we reintroduced modest registration fees, for a total of **\$16,875 in registration revenue.** At time of writing, we are close to meeting that goal. Conference goers should note that registration fees pay for only 13% of the Conference expenses, with the rest of the required funds raised through grants and sponsorships. We are working hard to keep registration fees low for members. The 2022 conference budget has more expenses related to how conferences have been traditionally run, such as catering, banquet fees, and space rental. Currently the conference has all of its expected revenues in place, and we are expecting a modest surplus that can be allocated to a future year, or held in reserve for future conferences that have access to less resources.

Canada Council Digital Generator Grant

Recently, we received news that our grant request to Canada Council for the Arts for funds through their Digital Generator program was successful. This request funds a partnered project between CATR and SQET over a two-year period to continue to develop our online event venue TheatreAgora.ca, which hosts virtual meetings, events, and conferences. \$100,000 was awarded to the two Associations, of which CATR will manage \$50,000. As the Board has yet to receive and consider a model for how the funds will impact the 2022 budget, this has not been included in the budget you see, but will be included in the work of our Fall 2022 Board Meeting and will be a part of our report for the 2023 AGM.

Investments

The investment funds held on behalf of the McCallum and Lawrence scholarships and prize have been given little attention in the last couple of years as some of the prize money was not awarded due to the pandemic, and our focus has been on Treasurer transition. Currently, **The McCallum Scholarship funds are held in an account at the TD, with a current balance of \$21,187.31. The Lawrence Prize funds are held in a BMO account, with a current balance of \$7,065.99.** These funds have traditionally been held in GICS, with yearly transfers into CATR's primary CIBC account. The GICs have matured and are waiting for further action. Previous Treasurer Sasha Kovacs and I believe that the most prudent thing would be to move these investments to a CIBC subaccount of our current account and to reinvest them in GICS so that they generate more interest for us. We do not intend to change how the funds are used, or to merge them in any way with the operating funds for CATR. However, we do feel that consolidating all funds at a single financial institution will allow simpler management of the investments, especially anticipating future Treasurer transitions. We are in the process of working on the logistics of this transition.

Motions

Motion 1: To approve the 2021 Financial Statements for CATR/ACRT prepared by Adams & Miles LLP

Motion 2: To approve the 2022 forecasted budget for CATR/ACRT prepared by Katrina Dunn

Motion 3: To appoint Adams & Miles LLP as CATR/ACRT's Public Accountant for the 2022 fiscal year

Special Resolution: To opt out of the audit requirement for soliciting organizations, and instead undertake a Review Engagement, as allowed by Corporations Canada.

I greatly appreciate the ongoing support of the CATR Board, the Conference Organizing Committee, and especially previous Treasurer Sasha Kovacs who continues to provide mentorship on important decisions.

Respectfully,

Katrina Dunn

CATR/ACRT 2022 Conference Report

CATR-ACRT Conference 2022: *Performing Emergence: RePlay, ReCollect, ReExist*

Submitted by: **Robin C. Whittaker** (rwhit@stu.ca; CATR Conference & Programming Chair, CATR Atlantic Region Representative)

On behalf of the CATR 2022 Organizing Committee and over 50 conference staff and volunteers, thank you, the membership, for making CATR 2022 our first hybrid conference (online and in person) a reality! At the time I'm writing this report (June 3, 2022), we're expecting a total of 270 participants.

CATR 2022 has been a conference of *firsts* in our Association's 45-year history: our first 7-day conference (featuring 71 sessions); our first conference hosted in 3 provinces (NB, ON, AB); and our first conference hosted by 3 small- or mid-sized campuses (STU, UTSC, U of L). It is also my first time in the role of CATR Conference Chair and I am deeply grateful to Yana for asking me last summer. It's given me the opportunity to draw from over a decade of experience on CATR conference programming committees and a decade of experience on the CATR Board.

Our annual conference is at the core of our Association. Its preparation really is a labour of love among colleagues. As we've learned over the past 3 years, planning a conference in a pandemic is riddled with challenges—but also great discoveries that we can carry forward in future years (remember when we strongly discouraged presenters from Skyping in?). For CATR 2022, we built on a financial system (see 2022 Conference Budget) and staffing system (see Committees and Staff list, below) developed by last year's conference team to pay for and execute the conference. In an era in which volunteer labour, particularly that of graduate students and precariously employed instructors, but also new tenure-stream faculty, is under more scrutiny than ever before, this system draws from grants to pay honoraria to achieve the conference's labour. During the pandemic years (now into our third), this system provides funds to operate while keeping our membership and conference registration fees relatively low and tiered by career stage. But, like any grant-infused budget, it contains risk. This is the third year in a row

we've benefited from a SSHRC Connection Grant (\$25K), among other grants, to help fund our conference.

I am deeply grateful for the efforts of the 14 members of the **Programming Committee** I chaired. We followed a 3-part **timeline**: (1) theme and keynote brainstorming, SSHRC writing, Call for Papers & Sessions creation (Aug-Sep); (2) proposal reading and vetting (early Dec); and (3) paper panel formation and preliminary session scheduling (Feb). For the **SSHRC** application we constructed a specific, project-based focus centered on the pandemic and the injustices from which it derives and which it perpetuates, and out of which we are so desperately trying to emerge. “RePlay, ReCollect, ReExist,” in brief, speaks to performance and *jouissance*, archives and memory, and activism and identity. For the **CFP&S**, our goal was broad research-subject and praxis inclusiveness to serve the (very wide) range of our membership’s interests. **Inclusivity** across IBPOC, generations, and career stages was paramount: “from emerging to *Emeriti* in visible places in the conference.” CATR’s strongest and most inclusive conferences, if I may, emerge from our common CFP&S line: “*Proposals developed from these approaches are encouraged, but by no means required.*” All of CATR’s favourite session **formats** returned: Open Panels, Curated Panels, Praxis Workshops, Performances, Roundtables, Seminars, and Working Groups. Three **keynote** speakers—Dylan Robinson, Mumbi Tindyebwa Otu, and Tara Beagan—speak primarily, though not exclusively, from performance and theatre artist experiences. U of L took the lead in programming **Indigenous** in-person content. I received all **proposals** at the newly created catractssubmit@gmail.com email address (this address could be wiped and passed on to the next Programming Chair). Numbers: 76 proposals received, including 46 panel papers (2 in French), 11 curated panels; 8 praxis workshops; 4 roundtables; 4 seminars, 3 new working groups; 69 proposals accepted (34 at U of L). Plus, 11 sessions previously confirmed through the SSHRC app (1 KY, 1 PWs, 5 RNs, 3 WGs, 1 PF; 6 sessions added by U Lethbridge (3 PW, 1 PF, Pub Night, Banquet); 2 sessions added by UTSC (2 PWs); 2 Lunch/Launches (PCP, Talonbooks); 3 Board sessions (Anti- Racism/Anti-Oppression Report, AGM, Associateships Awards Lunch). With the Digital Dramaturgy Committee and the support of the Board, we brought back the in-person “**Meet Your Board Members**” table and invented an online version on Zoom and then in Kumospace).

The **In-Person Host Team** at U of L, led by Shelley Scott our staff Conference Coordinator Baz Skinner (yes, former CATR President Ches Skinner’s daughter!), are

excited to welcome CATR members to their city for the first time! From the outset, they were in close contact with local Indigenous groups that included local Blackfoot Confederacy Elders, Making Treaty 7, and the Iikaiskini Indigenous Students Centre. The Opokaa'sin Early Intervention Society is the recipient of CATR's Indigenous Host donation this year. The team also arranged room bookings, onsite tech support for hybrid delivery, daily catering, a banquet, rideshares, and of course various locally organized sessions to showcase the work of the U of L Drama Department's faculty and students.

Katrina Dunn's **Finance and Financial Management Committee** worked wonders to secure conference funding not only from granting agencies, but also from university departments, presses, institutes, and foundations. Katrina has also adeptly managed our budget, reflected across CATR and the 3 host institutions. For all of these efforts, I am grateful to Katrina and her team.

Becky Gold and her **Accessibility Committee** were CATR visionaries, thorough and informative about emerging best practices for our annual conference. This guidance was essential not only for the conference committees and staff, but also from conference participants. Their core initiatives included: live captioning, access paper guidelines, visual stories for in-person wayfaring, determining actual needs for ASL and LSQ support, establishing the catr.accessibility@gmail.com account to receive confidential requests (monitored by Gold), a broad past/present member survey and a targeted CATR 2022 participants survey to gather accessibility data, advising on documents (Moderator guidelines, Zoom Room Assistant posting, *etc.*) and, of course, advising on the one-page conference webpage. I'm grateful for Becky's thoughtful and responsive guidance throughout.

As we were not partnered with SQET this year, our French-language participant numbers were greatly reduced from the past two (unique) years. Still, **Sebastian Samur's** timely leadership of his stable of translators on the **Translation Committee** was essential. We determined which sessions would need translation supports (French to English, or English to French). All public missives were translated; most emails for CATR 2022 participants were translated—all within a week each. Though this held up the release of a number of informational emails to conference participants, for the most part it was manageable. I am thankful for Sebastian's clarity and efficiency.

Matt Jones chaired the **Communications Committee** responsible for keeping our conference participants informed, while he (in the fall) and the Board's Communications Officer Natalia Esling (in the winter and spring) sent out broader conference-related membership and public information through the Candrama listerv, the membership mailchimp software, the Canadian Theatre Research and Performance Facebook Group, and the CATR/ACRT Graduate Student and Graduated Scholars Facebook Group. In the case of various job postings for the conference, Matt worked to have them posted on a handful of public online venues, as well as the usual CATR channels. He managed the conference participant mass emails through catractsuubmit@gmail.com by creating email lists from my (previously) sent and received emails. This was clunky, but worked (most of the time). Matt and Natalia updated conference elements of the CATR Website. Big thanks to Matt and his committee, and to Natalia, for their work.

Before there was a **Digital Dramaturgy Committee**, back in October Fraser Stevens and I blue-skied what we'd like to see in a hybrid conference experience and supportive website for CATR 2022. We had the goal of creating an immersive event that felt as seamless as possible between the online and in-person elements, without being preventatively 'tech'd out'. We discussed various uses of GPS tracking, earbuds, the Sched app, Kumospace, and Zoom. Fraser even reached out to the creators of Kumospace who were interested in partnering with CATR 2022 to beta-test new conference-related features. At that point there were plans with the conference Advisory Committee to hire a professional web designer to improve on last year's TheatreAgora host website and to make good use of the seven months we had ahead of us.

However, by December, we were still without the ability or authority to create a CATR 2022 section within TheatreAgora (or to archive CATR 2021 for that matter). And we were being actively prevented from contacting CATR's web designer (who designed TheatreAgora last year) to get things moving. Unbeknownst to the conference team and me, the professional web designer position was replaced with a \$500/12 months TheatreAgora technical director position. Decisions about anything on TheatreAgora would be made once every four weeks at joint SQET/CATR TheatreAgora meetings, with CATR voices in equivalence with SQET voices regarding our online conference programs. *This was, and remains, untenable and threatens the autonomy, both organizationally and financially, of CATR and its conference.*

Thus denied the ability and time to move forward with our blue-sky-related initiatives, in particular website development, Fraser and I attempted to focus solely on how to run the online portion of the conference. We discovered that the backend of TheatreAgora was a rat's nest of over 270 webpages for CATR/SQET 2021 that slowed further web development to halt. Following the Accessibility Committee's recommendation to make the conference site one page, we determined we'd need to start a new conference webpage from scratch. In December, Fraser secured a permanent position in the UK (congrats!), but (thankfully!) stayed on as co-chair of the DD Comm. Signy Lynch agreed to co-chair the committee too, and Josh Carroll was hired as CATR 2022's staff Technical Director. We learned the page could only be worked on by one person at one time, and that if SQET was working elsewhere on the website, any other website work would slow to a halt (and not always save changes). By early April we understood this was the situation we had been dealt. The CATR 2022 webpage you see before you was ready to go *one day* before Act I opened. This created difficulties for those needing to show a copy of the conference program to their institution for travel funding in advance of the conference. Moreover, the registration paywall was not stable and had to be removed for most of Act I (as I type this, it's been reinstated).

Other concerns about TheatreAgora include (a) tying our conference website into the winds of grant applications; (b) the committee's bilingualism, which underprivileges those who do not speak French (the vast majority of CATR's active membership); and (c) the effect of eroding the conference's peer reviewed programming integrity by encouraging TheatreAgora to curate CATR member sessions throughout the year. The bilingual requirement in particular has the potential to erode the enthusiastic interest we have from capable members to host CATR conferences through their institutions in the future. Tethering vital parts of our conference's governance and finances to another association and to grant applications are potentially dangerous gambles. These issues need to be navigated and monitored closely by the Board and, in my view, rethought. We are heading down a road in which a functioning website will be integral to the CATR conference experience. We need to take conference web hosting seriously.

At this stage, our treasurer Katrina Dunn and SQET's president Nicole Nolette have received a \$100,000 grant to improve TheatreAgora.ca. I **recommend** that:

- 1) the CATR 2022 webpage be safely copied and archived to a stable WordPress-based URL with the possibility of simply updating it for use in CATR 2023 in the event that TheatreAgora.ca continues to be cumbersome to manage through May 2023 as it goes under “renovation.”
- 2) the TheatreAgora.ca committee *pitch* an example of what they have created for CATR 2023 to the CATR Board and the 2023 Conference Chair so that the Board and the Chair can fairly decide whether or not to use TheatreAgora.ca for CATR 2023. This pitch should be at the September Board Meeting (with time for the Board to review it beforehand) in order to give the CATR 2023 Programming Committee time to include a meaningful URL for the online experience in the Call for Papers & Sessions that goes out late-September/early October.
- 3) the finances for TheatreAgora and its committee be clearly communicated to the CATR Board and kept *separate* from all other CATR web expenses—including those associated with archiving, backing up, and meaningful alternatives to the TheatreAgora side project, particularly, though not exclusively, in the event that TheatreAgora cannot host a CATR 2023.

The fate of CATR’s conference must not be jeopardized in these ways again. For perspective, at least, TheatreAgora was the only sustained headache in a year’s worth of conference preparation.

The Digital Dramaturgy Committee was a total pleasure to work with. After 25 years of theatre directing, I do not think I’ve worked with three more dedicated challenge-solvers (oh the challenges!) than this plucky band of visionary coding heroes: Fraser, Signy, and Josh. Quick shout out to Jake Nevins, the aforementioned hired TheatreAgora.ca technical director, for his responsiveness when we encountered deep-dive coding issues on the backend of this outdated WordPress site.

I wish to conclude this report with my heartfelt gratitude to Alessandro Simari, who moved from taking (highly detailed and essential) minutes at Organizing Team Meetings to the essential (and surprisingly complicated) position of **Conference Membership and Registration Coordinator**. The Federation and its website delayed our ability to receive CATR memberships and conference registrations in February and then revoked that

ability in June, just after Act I, for “maintainance.” Many members will recall similar issues in past years with the Federation’s membership and registration portal.

Alessandro’s sure hand helped the DD Committee, Katrina Dunn, and CATR’s outgoing Membership Coordinator Selena Couture sort out how to get paid-up members and conference registrants *into* the conference webpage. (To Everyone: *Register. Early. Last. Minute. Registrants. Require. Alessandro. To. Manually. Input. Your. Email. Address. Into. The. Conference. Website. The Second. You. Register. So. Register. Early!*)

Yana, Andy, and Katrina on the **Advisory Committee**, thank you for sharing your advice drawn from pandemic conference-making. We’ve been a world away from worrying about whether the caterers will show up, or whether Congress will scoop up all our theatre spaces and give them to another association!

Last, and so much more than least, *thank you* to our hired **Conference Coordinator** Baz Skinner. Just as the conference duties were stacking up for me in March, Baz almost seamlessly arrived to take over managing what Barry Freeman, elsewhere, has called the ‘firehose of emails’ of which any conference is constitutive. Fortunately, Baz and I share a dedication to Excel spreadsheets and keeping people informed of what they need to know when they need to know it. Moreover, she’s kept meticulous documentation, collated into a form that can be easily repurposed for next year’s conference. Baz organizes people, documents, and things with personality, ease, and hybridity (online and in-person). It’s been a pleasure working with her!

CATR 2022: PERFORMING EMERGENCE **COMMITTEES AND STAFF LIST**

CONFERENCE CHAIR

Robin Whittaker

CONFERENCE CO-HOSTS

Robin Whittaker (STU, May 27-28), Barry Freeman and Carla Melo (UTSC, June 6-7),
Shelley Scott and Justin Blum (U Lethbridge, June 12-14)

COMMITTEES

Conference Advisory Committee

Yana Meerzon (Board President), Andy Houston (Board Vice-President), Katrina Dunn (Board Treasurer), Alessandro Simari, Robin Whittaker (Board Atlantic Rep, Conference Chair)

Organizing Committee

Robin Whittaker (Co-Chair), Baz Skinner (Conference Coordinator, Co-Chair), Josh Carroll (Technical Director), Yana Meerzon, Katrina Dunn, Andy Houston, Alessandro Simari, Barry Freeman, Justin Blum, Shelley Scott, Matt Jones, Sebastian Samur, Fraser Stevens, Signy Lynch, Carla Melo, Becky Gold

In-Person Host Committee

Shelley Scott (Chair), Baz Skinner (Conference Coordinator), Amanda Berg (Fine Arts Operations Manager), Justin Blum, Mia van Leeuwen, Nicola Elson, Christopher Grignard

Programming Committee (*members from 8 provinces!*):

Robin Whittaker (Chair, STU), Taiwo Afolabi (U Regina), Eury Chang (UBC); Jenn Cole (Trent U), Matt Jones (PhD); Yana Meerzon (U Ottawa); Carla Melo (UTSC); Jess Riley (U Winnipeg); Alessandro Simari (PhD); Kailin Wright (St. FX), cricri Bellerose (PhD); Jenn Boulay, (U of T student); Shelley Scott / Justin Blum (U Lethbridge)

Fundraising and Financial Management Committee

Katrina Dunn (Chair), Taylor Graham, Alessandro Simari, Alice Hinchliffe, Lauren McLean

Digital Dramaturgy Committee

Fraser Stevens (Co-Chair), Signy Lynch (Co-Chair), Josh Carroll (Technical Director), Robin Whittaker (Programming Chair)

Translation Committee

Sebastian Samur (Chair, Translation Coordinator), Kaikoura Gutteridge, Liviu Dospinescu, Haneesha Bhoyroo, Maxime Batiot, Frédéric Giguère, Gabrielle Houle, Katherine Turnbull, Anna Vigeland

Accessibility Committee

Beck Gold (Chair), Drea Flynn, Jess Watkin, Drea Flynn, Jayna Mees, Megan Johnson, Nicola Elson (U Lethbridge), Matthew Tomkinson, Stefan Honisch, Sarah Robbins

Communications Committee

Matt Jones (Chair), Carolyne Clare, Amanda Attrell, Shaghayegh Yassemi, Jessica Coffin, Fan Yi

STAFF

Conference Coordinator: Baz Skinner

Communications Coordinator: Matt Jones

Technical Director (Mar-June): Joshua Carroll

Technical Director (Oct-Feb): Fraser Stevens

Accessibility Coordinator: Becky Gold

Translation Coordinator: Sebastian Samur

Membership and Registration Coordinator: Alessandro Simari

Virtual Book Table and Meet the Editors Coordinator: Taylor Graham

Synchronous Zoom Assistants: Juan Anez, Chris Bernhardt, Nicolas Crespo, Laura Ferguson, Cole Pryor, Nole Richardson, Fan Yi

FOR THE CANADIAN ASSOCIATION FOR THEATRE RESEARCH

Board of Directors: <https://catract.ca/board-of-directors>

Scholarly Awards Coordinators

Keren Zaiontz and Kimberly Skye Richards

Jean-Cléo Godin Award

Joël Beddows (Chair), Art Babyants, Alexandre Gauthier

Ann Saddlemyer Award

Ric Knowles (Chair), Kristin Moriah, Paul Halferty

Richard Plant Award

Jimena Ortuzar (Chair), Siyuan Liu, Benjamin Gillespie, Matt Jones

Patrick O'Neill Award

Michelle MacArthur (chair) Nikki Cesare Schotzko, Jenn Cole, Heather Fitzsimmons Frey, Kim McLeod, Dennis Gupa

Robert G. Lawrence Prize Committee

Jessica Riley (Chair), Lindsay Lachance, Peter Kuling, Carla Melo, Michelle MacArthur, Eliza Gardiner

Anti-Oppression and Anti-Racism Ad Hoc Committee and Implementation Working Group Report

Submitted by: **Sarah Robbins & Deneh'Cho Thompson**

Anti-Racism & Anti-Oppression Committee Members: Andy Houston, Hannah Rackow, christine (cricri) Bellerose, Sarah Robbins, Giorelle Diokno, Shelley Liebembuk, Sean Robertson Palmer, Heunjung Lee, Jenn Boulay, Julia Henderson, Signy Lynch, Art Babayants, Naomi Bennett, Tabia Lau, Rahul Varma, Kim Richards, Melissa Poll

Implementation Working Group Members: Deneh'Cho Thompson, Katrina Dunn, Jessica Riley, Andy Houston

Overview of Committee's Initiatives (August 2020 – Present)

The Anti-Racism and Anti-Oppression Committee was formed in the summer of 2020 in response to calls to action on racism within academic institutions. The ad hoc committee first met on 19 August 2020 and was open to any and all members of CATR with an interest in discussing the role of anti-racism and anti-oppression within the organization.

Business of the initial monthly meetings dealt with drafting Guiding Principles (ie. accountability, accessibility, etc.) for the committee's work, and drafting the committee's Mandate. Board Grad Rep Signy Lynch offered to act as the key liason between the committee and the Board during her tenure as Grad Rep.

In September 2020, the committee informed the Board that it had adopted the following (working) mandate:

Immediate 2020-21 Mandate:

The committee's mandate is to do an internal audit and examination of the institutional structures of CATR that continue to uphold racist, oppressive and supremacist structures, values and practices within our organization. *Specifically, we will examine: governance; elections; scholarly awards; funding opportunities; CATR's annual conference; membership involvement and communication; and CATR's collaborations with other organizations and*

constituencies. Building on this information, we will at the very least, but not exclusively, move forward with the following action: to engage an external consultant with extensive experience in anti-racist and anti-oppressive practice and seek active consultation from our membership to lead us in creating and implementing a strategic plan to dismantle these structures, values and practices.

Members of the committee worked on researching each of these areas of interest, shared their research in Google folders, and presented their research to the committee at monthly meetings. The research was summarized into a report shared with the Consulting firm, Bakau Consulting, which was hired by the association in May 2021 to do an external audit of CATR. The AR/AO committee allocated \$1000 of its \$3000 budget to this consultancy.

Bakau Consulting provided their report “Recommendations and Observation on CATR Research Report” to the AR/AO Committee in June 2021. The project goal is stated:

The aim of this report project is to identify the best, targeted, and most realistic goals in order to facilitate structural change not just within the organization itself, but within the larger field of theatre and performance research.

Bakau provided feedback to the AR/AO Committee itself, and in the areas of Board & Governance, Elections & Committees, Awards, Conferences, Membership Communication, Mentorship, Collaboration with other organizations, and general advice moving forward.

The AR/AO Committee attempted to engage a number of “community advisors” in advising on the recommendations. These would be students in theatre/performance fields who are Indigenous, Black, and People of Colour. We had hoped to hear directly from IBPOC students about what they most need from CATR at this time. This would’ve involved a simple, non- invasive survey about observations about CATR or things they need from CATR. The aim was to pay each advisor \$100 for their time and expertise, however, due to a lack of response from the CATR community, we were unable to move forward with this initiative.

The AR/AO Committee began the detailed process of determining the immediacy of each of Bakau's recommendations, organizing the recommendations by urgency, and providing each action item with an anticipated timeline and commentary on anticipated resources/labour required for completion. This was a labour-intensive process for the Committee and demanded more time and attention than initially imagined, slightly delaying the delivery of the Committee's work to the Board.

Bakau Consulting's Report, and the Committee's further commentary and input, was provided to the [Board at the February 2022 meeting](#). The Board then struck an ad hoc group to discuss this document and to report back to the AR/AO Committee. At this time, Board Grad Rep Sarah Robbins stepped forward to act as key liaison between the AR/AO Committee and the Board for the remainder of her tenure as Grad Rep. CATR 2022 Conference & Programming Chair Robin Whittaker stated interest in incorporating this Report and the committee's work at the annual conference.

A Praxis Workshop session, **“CATR Anti-Racism and Anti-Oppression Report Session”** was scheduled for the second leg of the 2022 CATR Conference on Mon 6 June: 6:00 - 7:30 pm EST. The association was provided the [AR/AO Committee's February Report](#) through CATR Communications in advance of this meeting.

The AR/AO committee is currently on hiatus while the Board determines the next steps for anti-racism and anti-oppression initiatives moving forward.

At the February 6th, 2022, Board meeting an ad hoc working group was formed to focus on advising the board on the implementation of the recommendations of the report, Anti-Racism & Anti-Oppression Final Report Implementation Working Group. At the time of the June 14th AGM the working group will have met two times. The first meeting focused on recommendations marked as most urgent and provided action recommendations to the board on those most urgent issues at the May 6th, 2022, board meeting. A summary of those action recommendations is attached as Appendix B. The second meeting was in anticipation of the Praxis Workshop session, **“CATR Anti-Racism and Anti-Oppression Report Session”** - to be delivered before the AGM but after the writing of this report.

What's Next

A Praxis Workshop session, “**CATR Anti-Racism and Anti-Oppression Report Session**” was scheduled for the second leg of the 2022 CATR Conference on **Mon 6 June: 6:00 - 7:30 pm EST**. Here the membership of CATR will be able to learn about the initiatives of this committee, the input for Bakau Consulting, and the measures that the association are currently taking in response to this input. This meeting will be a valuable step moving forward. This meeting emphasizes that the work on dismantling systemic inequities within the association is the responsibility of both the Board and the entire membership, and not just the members of the AR/AO Committee.

The AR/AO Committee is always looking for new members. If you are interested in getting involved with the committee, please email Sarah Robbins (sarah.robbins@alum.utoronto.ca).

Key Takeaways

Bakau Consulting’s Report offered the AR/AO Committee with valuable input and suggestions for the Association on how to proceed with Anti-Racist frameworks and practices.

The AR/AO Committee has now been able to share its work with both the Board and with the entire membership.

Next steps for AR/AO Committee will be clearer following the June 6th Report session of the conference.

Respectfully,

Sarah Robbins & Deneh’Cho Thompson

APPENDIX A – AR/AO Committee Guiding Principles and Working Methods:

NOTE: This list of guiding principles is not fully up to date -- in recent meetings we have adopted a number of measures for greater accessibility, which will work to incorporate into this document when we next meet.

This is a working document. As the committee's work continues, we might add more, and especially add more points on how we're going to live up to our principles.

Guiding Principles:

Accountability: We need to be accountable to the CATR membership at large as well as to other committee members?

- How will we address this?
 - Call-in culture: Considering that our meetings could become a site where these acts of violence happen, and looking to reduce harm as much as possible, we should adopt a gentle call-in culture, and all agree to gracefully accept critiques that come our way. We should enter into these discussions with compassion, and a recognition that we're all in different places on the road to unlearning harmful and toxic behaviours and ideas.
 - How to share accountability? (not make it only the responsibility of the committee)

Doing actionable work: not just studying the issue, but making sure to take action as well

- How will we address this?
 - We need to put teeth into what we propose to do. Our recommendations need to have a cost if not implemented, and we should build in ways to follow up
 - Commit to a timeline of our actionable items, to have goal of when we see them realized

Long-term relationships and collaboration: Make sure that plans involve and include partners (including individuals and organizations) who are Black, Indigenous, and People of Colour, and being attentive to their timelines.

- How will we address this?
 - Any suggested action plan we come up with should have long-term goals
 - o Be attentive to the needs of our partners: Failures can come from wanting to do things quickly and immediately, and real partnerships come from long, sustained work. If people on the ground need three years, let's give them three years.

Reflexivity: We need to be reflexive about how our committee is operating, and within what power structures. Need to rethink the infrastructure of the whole theatre establishment.

- How will we address this?
 - Acknowledge the racist infrastructure and history of theatre in Canada.
 - Try to actively de-centre whiteness: in terms of who we invite and make room for, and how we support them.

Intersectionality: always understanding that racism is an intersectional issue.

- How will we address this?
- approaching this through a Disability Justice framework as this practice centres itself on multiply-marginalized people and recognizes that marginalized identities do intersect.
- Partial List of foci: Ageism; LGBTQ2; gender; bilingualism [acknowledging that this committee did not have the ability to facilitate this committee as a fully bilingual one, and thus has already failed in this goal]

Transparency and Involvement :

- How will we address this?
 - *Commitment to continuing to reach out to new members:* How to include potential new members in our committee, reach out to new coming members, also look toward long term engagement
 - Continue to keep open and promote the anonymous feedback forms.

Other Working Methods:

- We'll hold meetings approximately once a month.

- Committee members will take turns chairing meetings and notetaking, to share labour and keep a more horizontal structure. Considering differing circumstances and abilities, committee members can co-chair meetings and take minutes collaboratively.
- All committee votes will be virtual votes: it is important to not have votes that exclude members – obviously a lot of the active work will be during virtual meetings, but that once we draft something, to have it ratified via virtual vote, with a tight deadline. Consistent way so that members don't feel excluded, can participate even when can't make meetings.
- Committee membership is flexible. Making committee fluid (don't have to commit to every single meeting, etc). In Google drive folder, have list of committee members, but people can leave or join committee at any time.

APPENDIX B – AR/AO Working Group on Implementation Report to CATR Board:

Submitted May 2, 2022, for board meeting May 6th, 2022

WG: Deneh'Cho Thompson, Jessica Riley, Katrina Dunn, Andy Houston

The WG met on March 3rd, 2022, via Zoom to review the report. It was determined that the report was more expansive than could be reviewed in a single meeting and so the WG chose to focus on the items in the report deemed most urgent with other items to be considered at a follow up meeting to be scheduled after the May board meeting.

The items reviewed by the WG fell into two distinct categories

1. Actionable objectives, and
2. Broad issues that would be affected by actionable objectives. This differentiation will be made clear in following reports.

Below we provide recommendations for actions that the board should take up immediately, and recommendations to monitor and reassess specific objectives as part of CATR's work towards becoming more anti-racist and anti-oppressive.

See *Canadian Association for Theatre Research - Anti-Racism and Anti-Oppression Committee Report - February 2022* for full discussion of the committee's recommendations.

The context of this document is vital to understanding the issues arising and the intention of the WG's recommendations.

	Recommendation	WG Action Plan Recommendation
5.	Create guidelines on community agreements that all members abide by	<ul style="list-style-type: none"> • Mandatory moderator training session for annual Conference and other events • Conference committee to collaborate with ARAO committee in planning (could be a position on the planning committee, a consultation structure, a review process, or something else) • Code of conduct has limited capacity for responsiveness, recommend developing a living conduct agreement at board and member levels – this perhaps could be reviewed, responded to, and revised at an annual conference session
7.	Board members should commit to putting on and attending an annual workshop and additional programming on subjects related to anti-oppression and decolonization	<ul style="list-style-type: none"> • Board wide training at beginning of new terms and/or annually • Mandatory for Board • Federation may have funding for this sort of work • Pre-Conference for timing? • Recommend that a board member be appointed to organize the event in consultation with the AR/AC committee
10.	Develop a communications plan (social media, website, other channels) to broaden the diversity of election candidates	<p>Being mindful of labour and expectations of certain people (pay? Other supports?)</p> <p>The WG agrees in principal but feels more exploration on the issue of diversity and labour precedes specific action</p>

<p>14.</p>	<p>The Equity Officer should be provided opportunities for training on anti-oppression, unconscious bias, and be familiar with accessibility standards as well as intersectionality and/or other theories of oppression</p>	<ul style="list-style-type: none"> • Budget line for training this person – and might be tied in with item 7 • Position description to be amended to include this work • Recommend the policy committee work with the President and the Treasurer to amend policy and allocate funds
<p>16.</p>	<p>Formalize accessibility plans for the conference and for the CATR website, as well as board meetings and all other events/activities.</p>	<ul style="list-style-type: none"> • Recommend the Conference Planning Committee be tasked with gathering current practices into a document to begin the development of a centralized best-practices document • Recommend new committee struck for a 2-3 yr term to address the development of the best-practices document with maintenance of that document to become a board duty after the committee stands down. Recommendation for review and revision processes for best practices to be made at the end of the committee’s term • New committee to gather documentation on this type of work from all units in the organization • Attention needs to be given specifically the CATR website on this issue, recommend Communication and President work with new committee/Theatre Agora team to revise website

18.	Create and post a clearly articulated and secured reporting process for conflicts/Code of Conduct violations, etc. Discipline measures should also be outlined and made available.	<ul style="list-style-type: none">• Recommend Policy Committee, Committee on Conduct, and Communications supply clear information on this issue to be published on-line and in future newsletters as soon as possible
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Ad Hoc Committee on CATR Awards Report

Submitted by: **Yana Meerzon (Chair)**

Members: Jacquy Taucar, Ric Knowles, Robin Whittaker and Giorelle Diokno

In response to the reports, questions and action items raised by the Coordinators of the CATR Scholarly Awards committee in the summer of 2021 and as mandated by the CATR Board (special meeting, August 2021), in September 2021, I put together a new ad-hoc committee to discuss the descriptions of four (4) awards:

- 1. Ann Saddlemyer Award/ Le prix Ann Saddlemyer**
- 2. CATR President's Award/ Prix du président de L'ACRT**
- 3. CATR Lifetime Achievement Award/ Prix Hommage de L'ACRT**
- 4. CATR Honorary Associateship/ Membre Associé(e) de L'ACRT**

First, the committee examined a series of questions raised by the 2021 Ann Saddlemyer Award team related to the selection criteria of the nominees and winners of the award as articulated by Kim Richards and Keren Zaiontz (the co-chairs of the Awards Committee) in their report to the CATR board from August 24, 2021. **The Committee proposed following recommendations:**

- 1) In 2022, to continue using the current description of the Ann Saddlemyer Award and so seek nominations and winner for “the best book on a Canadian theatre or performance topic published over the previous two years” (2020=2022).**
- 2) To discuss and revise (if necessary) the current CATR mandate (from 2003), which states**

THE CATR “current mandate is to support its network of members to research all aspects of Canadian theatrical history and contemporary practice as well as to promote public awareness of theatre and drama within Canada’s cultural scene.” (from the U Guelph archive, which holds the CATR early archival material; <https://www.lib.uoguelph.ca/archives/our-collections/lw-conolly-theatrearchives/association-canadian-theatre-research>)

- 3) To consult the upcoming EDI report of the CATR Anti-Racism committee,**

4) To discuss and revise (if necessary) the description of the award around the term 'Canadian', to reflect the recommendations of the Anti-Racism committee and of the newly devised CATR mandate.

5) If the alternating model for the Ann Saddlemyer award remains intact, to award the off-year award to a member of the Association writing about a non-Canadian subject.

Second, the committee discussed the already established a President's Award (2016), which allows a CATR President to award a CATR member for their exceptional service to the organization. It has been granted in the past to James Dugan (2016) and Sasha Kovacs (2017).

I would like to use my privilege as CATR President and announce **Katrina Dunn** as a recipient of **the CATR 2022 President Award (for service), as approved by the CATR board in February 2022.**

Since the beginning of my term as a CATR President, Katrina's work as a CATR Treasurer and as a Chair of the Fundraising committee for the CATR/SQET 2021 and CATR 2022 conferences has been unprecedented. It is solely because of Katrina's initiative, clear vision, work ethics and loyalty to this organization that we have been working in "surplus" numbers both as the nonprofit organization and as the scholarly conference. With the overall budget of more than 110.000\$ for the CATR/SQET 2021, both organizations were able to bring new members, pay special stipends to artists and precarious scholars, and sponsor several graduate students' initiatives. The CATR 2022 event has proven to be remarkable as well, also to a large degree thanks to Katrina's work for this organization. CATR Board supported my initiative, and **I am happy to present Katrina Dunn as the recipient of the CATR 2022 President Award.**

Third, the committee examined the current descriptions of Lifetime Achievement Associateship and Honorary Associateship. The committee addressed issues related to how existing descriptions and criteria for these associateships and awards meet current CATR membership needs, our changing practices, and the EDI expectations.

The committee put forward two motions that were discussed and approved by the CATR Board:

A) **To keep the descriptions and criteria for the CATR 2022 CATR President's Award, Life Achievement Award Associateship, and Honorary Associateship as is.**

B) To begin the process of adjusting the description and criteria of the two associateships for the CATR 2023.

On May 6, 2022, the CATR board passed the motion to **establish “Honorary Associateship”** to replace the existing CATR “Honorary Associateship” (as per Article 5.2, CATR By-Laws).

On My 20, 2022, the CATR board passed the motion to **establish “The Distinguished Scholar Associateship”**, which will replace the existing Lifetime Achievement Associateship (as per Article 5.1, CATR By-Laws)

It is my pleasure to introduce these two new awards to the membership. If the AGM 2022 ratifies these two awards, they will be implemented in the Fall 2023.

Descriptions:

The **Distinguished Scholar Associateship** to be given each year to a scholar whose body of work has made a significant contribution to the study of drama, theatre, and performance, broadly understood, of what is now known as Canada.

The **Honorary Associateship** to be given to “any individual who has made a significant and sustained contribution to Canadian theatre” practice (CATR ByLaws p. 11).

The suggestion of the Board is that each associateship and/or award would be considered and given out annually, when warranted. **The nominations for each of these associateships would be solicited from the CATR membership by an open call for nominations.** The CATR Board would review these nominations and select a winner or several winners of each associateship.

I propose that the membership at the 2022 AGM takes a vote on two separate motions:

MOTION ONE (1)

To establish the **Distinguished Scholar Associateship** to be given each year to a scholar whose body of work has made a significant contribution to the study of drama, theatre, and performance, broadly understood, of what is now known as Canada.

MOTION TWO (2)

Canadian Association for Theatre Research

Association Canadienne de la Recherche Théâtrale | <http://www.catr-acrt.ca>

To establish **the Honorary Associateship** to be given to “any individual who has made a significant and sustained contribution to Canadian theatre” practice (By-Laws p. 11).

Yours respectfully on behalf of the CATR Awards Ad Hoc Committee,

Yana Meerzon (Chair)

Report of the Committee on Conduct

Submitted by: **Selena Couture**

Members: Andy Houston, Selena Couture and Jill Carter (advisor)

CATR Members can contact the committee through our email address:

conductcatr2022@gmail.com

Activities

Fall 2021 Curating Safer Spaces (CATR Long Table)

During this event, it was largely agreed by attendees that such Long Tables should be continued. Further, it was agreed by all in attendance that the Graphic Recording produced for the fall event would be revisited and prompts for the next session would be drawn from this document. With each session, a graphic recorder would ideally be present; from each document produced, the prompts for successive Long Tables would be drawn, so that each Long Table event would build upon the last.

Discussion Items

1. Formation of Committee on Conduct

Currently, there are only two members of this committee (with Jill as advisor); we would like to discuss the addition of a third member (see below).

2. Appointment or Election of CC members and Equity Officer

After Curating Safer Spaces, there was not much uptake on Jill's call to send in suggestions, re: the formation of the CC and the appointment of an Equity officer. Jill asked specifically if these positions should be appointments or elected positions and if any of these positions should be occupied by individuals outside CATR and/or DTPS.

Additionally, the Anti-Racism Anti-Oppression Committee has made recommendations in its final report around the election of CC members and the Equity Officer. We have seen, taken note of, and would like to see some discussion around these recommendations around the peopling of the CC (see item 20 in the report).

We have also taken note to the A-R/A-O report (item 14) recommending discussion around EDI training for Equity officer and others. When/how will this be implemented?

Members who responded offered these suggestions:

1. Committee on Conduct might include an IBPOC artist outside the CATR who is paid and because of their distance from the organization could maintain neutrality.
2. The formation of the CC warrants further discussion with the CATR membership (e.g., elections vs. appointment).

To date, we have heard nothing about the position of an Equity Officer (inside or outside; elected or appointed). And we have heard nothing about what our members may expect or require from the CC. These are concerns that should be discussed with the membership. We suggest this be raised at the AGM and CATR Executive meetings.

Vision-Planning

Jill Carter (Equity Officer and Advisor to the CC) has submitted a vision planning statement to the CATR executive for consideration.

Other Business:

CC Scope and Protocols

We have had fruitful discussions regarding the scope of the CC's mandate to ensure equitable access to CATR for all members and protocols through which we consider whether members have breached CATR's Code of Conduct.

We intend to write these up to be posted on the updated CATR website (along with committee member names and our email address).

Respectfully,

Selena Couture, PhD

Associate Professor (she, her)

University of Alberta

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Report of the Membership Coordinator

Submitted by: **Dennis D. Gupa and Selena Couture**

Membership Info

We currently have 164 current members (without our lifetime/honorary members) listed in the Federation database. At this time last year, we had 87 members.

Membership has increasing steadily since the conference acceptances were released. It's important that any communications indicating the acceptance to the conference also clearly state that they must be members to attend.

Retrospective Membership numbers by year:

Year (conference site)	2022 (online + in person)	2021 (online)	2020 (online)	2019 (UBC)	2018 (Queen's)
Members	164	219 + 112 donated memberships = 321	122 + 60 donated memberships = 182	205	243

Membership renewal and spring TRiC issue

Every year TRiC asks for a list of subscribers before they send out the spring issue, but some CATR members only register right before the conference and then are concerned that they didn't receive their spring issue. Going forward a sentence should be added to the renewal reminder that includes a deadline to renew in order to receive it.

We suggest: If you would like to receive the spring issue of TRiC please renew your membership by Feb. 15th. CATR memberships and TRiC subscriptions are for a calendar year, and you will only receive the journal issues that are published after the date you join the CATR.

Indigenous Host Community Initiative

The conference organizers have chosen to send the host donation to Lethbridge's Opokaa'sin Early Intervention Society.

This is what it says on our website:

About the Indigenous Host Community Initiative

As a way of making manifest our spirit and intent to initiate long-term, sustainable and reciprocal relationships with the Indigenous communities upon whose lands we are privileged to gather to share our work, CATR/ACRT has committed to a collective, annual offering from the Association. In 2022, donations collected through the Indigenous Host Community Initiative will go to support Lethbridge's Opokaa'sin Early Intervention Society and their vision to empower Indigenous children, youth and families through culturally appropriate support services.

So far this year, \$1,726 has been donated to the Indigenous Host Community initiative. This is what is says on about the other donation option:

About the Graduate Student Travel Subsidy & CATR/ACRT Grants:

CATR/ACRT's membership is growing, young, and spread across the country. These donations help our graduate student colleagues attend the in-person portion of our annual conference to present their research and make connections in the theatre research community. Donations are pooled and distributed through an application process in the months leading up to the conference. Donations collected through this stream also support the CATR/ACRT grants, which annually fund a group of small projects proposed by graduate students, recent doctoral graduates, and emerging scholars.

\$1,723 has been donated this year so far to this fund.

Federation Membership Portal updates

Conference registration fees are being collected through this. This seems to be working very well - most people are both buying memberships and registering for the conference at the same time. We should consider continuing this practice.

Katrina's account was set to have access to the site - if this isn't working, Dennis can send in a request to Federation.

Donated Memberships - following up on issues to track (from Jan report)

If conference organizers offer donated memberships again this year, it's important to be sure they track an agreement to our code of conduct as well.

Do we have a designated membership and registration coordinator working with the conference organizers? Last year Noémie Avidar was a great help to have someone tracking and following up the donated dual memberships.

As a reminder - donated memberships are not added to the Federation website and therefore won't be on the members email list generated from there. When the membership renewal email goes out, please send it to them as well.

The TRiC digital subscription for the donated members will be through a UTPJ direct access method for the donated memberships and expanded this to work for all CATR members who choose the digital option (see below for their info).

We will set up the online access only to the donated members and members who are indicated as online-only in the CATR file.

After setting up the online access to these members, we will send the online access instructions email to their respective email address in order for them to create the login credentials and access the issue of TRIC 42.2.

If in case, any member is unable to create login credentials or facing any difficulty to access the contents online please let us know.

Coordinator Position continuing transition to Dennis Gupa

Dennis has been added as an administrator to the Federation membership portal and has access to Ignite Web Solutions (which is how we request changes to the portal).

Selena is still monitoring the catr.membership@gmail.com account to him shortly.

Respectfully,

Dennis Gupa

Report of the Elections Officer/Nominations Committee

Submitted by: **Matt Jones**

Members: Michelle MacArthur (Chair), Matt Jones, David Owen, Thea Fitz-James

By-election for Board Replacements

In December of last year, we held a search to fill three Board vacancies due to the unanticipated departures of Shauna Janssen, Reza Sadeghi-Yekta, and Selena Couture from their respective roles as Quebec Representative, Community Representative, and Membership Coordinator. Liviu Dospinescu, Carly Maga, and Dennis Gupa ran in a by-election to fill those roles. As per CATR bylaws, a vote was held amongst Board members, and they received unanimous support.

2022 Board Election

The annual election was held in March for several positions that were up for re-election in 2022: President, Vice-President, Quebec Representative, Alberta and the Territories, Unaffiliated Scholar Representative, Graduate Student Representative, Member-at-large. We received multiple nominations for the latter two positions and held an election for them. The rest of the positions were elected unanimously. However, at the time of the election, we had not successfully confirmed anyone in the role of President. We proceeded with the election despite this gap as we continued to identify and speak with potential candidates. The results of the election were as follows:

- Members-at-large: Deneh'Cho Thompson, Michelle MacArthur
- Graduate Student Representative: Taylor Marie Graham
- Vice-President | Vice-Président: Robin Whittaker
- Quebec Representative | Représentant du Québec: Liviu Dospinescu
- Alberta and the Territories | Représentant de l'Alberta et les Territoires: Justin Blum
- Unaffiliated Scholar Representative (1 position) | Représentant(e) des chercheurs/chercheuses sans affiliation institutionnelle (1 poste): Jacquy Taucar

2022 Board By-Election

A by-election was held in April to fill the remaining positions on the Board. As with the replacements last December, the Nominations Committee suggested a slate of candidates and the Board was asked to review them. Because some people changed positions on the Board, we voted to elect three members as follows:

- Robin Whittaker for President
- Taiwo Afolabi for Vice-President
- Neil Silcox for Atlantic Representative

Challenges

The committee has found it easier to fill “entry-level” positions such as members-as-large or graduate student representatives. Higher level positions, which are intended for more senior faculty, have been harder to fill. People are taking on these positions earlier in their careers and staying in the positions for shorter lengths of time. In addition, because of the nature of systemic discrimination in our field, there is a smaller pool of diverse candidates to run for these positions. These are significant (perhaps even existential) challenges for the Association, and we are interested in working with Board members and other committees to find solutions to them.

Respectfully submitted,

Matt Jones

CATR Elections Officer

mf.jones@utoronto.ca

Report of the Graduate Student Representatives

Submitted by: **Sarah Robbins & Taylor Graham**

Graduate Representative Hannah Rackow ended her term in December 2021 after serving on the board since June 2020. The Board thanks her for her dedicated service. Taylor Graham was elected to the Board as the new **Graduate Student Representative** (2022-2024) and joins the Board at the June AGM

Hannah Rackow and Sarah Robbins organized the anonymous survey, the “[Graduate Student Representatives 2021-22 Call for Input Form](#)”, in effort to better understand the needs of the graduate student membership of the association. As the association’s membership is shifting towards a greater representation of younger members, this information is considered essential for imagining the future direction of the association. The form was initially released in October 2021 and was reissued by CATR Communications in April 2022. At this point there remains only 6 responses to the form, suggesting that this format has been ineffective in collecting graduate student input. The current Graduate Representatives are interested in how best to solicit input from the graduate membership.

The [form](#) is still accepting anonymous submissions if you would like to share your input.

Grad Reps serve on a number of CATR committees. Hannah Rackow and Sarah Robbins, as well as past Graduate Rep Signy Lynch, continue to serve on the **Anti-Racism and Anti-Oppression Committee**. Sarah Robbins has attended meetings of the Accessibility Committee, and advocates for accessibility initiatives for the association at Board meetings.

The ad-hoc **Anti-Racism and Anti-Oppression Committee** has been on hiatus since the beginning of the year, however, Sarah Robbins and Deneh’Cho Thompson collaborated on a report to share at the “**CATR Anti-Racism and Anti-Oppression Report Session**”, scheduled for the second leg of the 2022 CATR Conference on Mon 6 June: 6:00 - 7:30 pm.

Sarah Robbins was approached by Signy Lynch, on behalf of Becky Gold (Accessibility Committee Chair), to voice support for the ad-hoc **Accessibility Committee’s** intentions to increase accessibility measures for this year’s conference, specifically re: the submission guidelines for the Robert G. Lawrence Prize.

Hannah Rackow and Sarah Robbins co-organized offering a “**Academic Jobs Workshop**” session at this year's annual conference. The session is confirmed for Tue 7 June 12:45pm during the second leg of the conference, to be facilitated by Dr. Laura Levin, with assistance from Dr. Signy Lynch.

Along with past Graduate Student Rep. Signy Lynch (2019-2021) and CATR student member Jenn Boulay, current Graduate Representative Sarah Robins is facilitating the seminar “**Performing Complaint: Working on theatre and performance institutions**” at the annual conference (Tue 7 June, 6:00pm), drawing on Sara Ahmed’s latest book to think through the role of complaints in our institutions.

The Graduate Representatives are always interested in hearing from the graduate membership about how we can best advocate for your needs on the Board. If you would like to discuss your interests as a graduate member of the association with the current graduate representatives, you can email:

Sarah Robbins (sarah.robins@alum.utoronto.ca)

Taylor Graham (taylormariegraham@gmail.com)

Respectfully,

Sarah Robbins & Taylor Graham

Other Business

Report of the Scholarly Awards Coordinators

Submitted by: **Kimberly Richards and Keren Zaiontz**

1. Thank-you, Kimberly Richards.

2. Search for New Coordinator.

Yana Meerzon is currently recruiting a new coordinator to manage this portfolio. The coordinator should be someone who can keep pace with the administrative responsibilities. The work of the coordinator is almost exclusively organized around email correspondence and involves liaising with four different committees, the CATR board, and external contacts (e.g., publishers, nominees, awardees). Our hope is that the new coordinator has previously served on one of the award committees and thus has a frame of reference for this service to the association.

3. Creating a one-page overview of Coordinator, Chair, and committee responsibilities.

Before the current coordinators step down, we will create a short overview of job duties and responsibilities for the Coordinator, Chair, and committee members. The document can be used as a preliminary guide for the new coordinator and circulated to the awards committees. This will also immediately address Item 13 of the Anti-Racism Final Report.

4. Anti-Racism and Anti-Oppression Committee Report

There are numerous actions items within the report that concern the CATR Awards. The incoming Coordinator will need time to familiarize themselves with their core responsibilities, but once past the initial learning curve, they can take steps to work with the CATR President and Board to address the items.

Note: Item 12 asks for clarity around “committee recruitment.” Our experience is that it is very difficult to find enough people to staff all four committees. The theatre and performance studies community in Canada is relatively small. Serving on the award committees involves a substantial time and labour commitment. (For instance, this year’s Plant committee, composed of three people, reviewed more than twenty scholarly articles

for the prize.) We agree with the Report suggestion that in-kind support (Item 11) is one way to acknowledge service commitment.

5. The 2021-2022 CATR Awards Committee Members

Jean-Cléo Godin Award	Joël Beddows (Chair) [First Term] Art Babyants Alexandre Gauthier
Ann Saddlemyer Award	Ric Knowles (Chair) [Second Term] Kristin Moriah Paul Halferty
Richard Plant Award	Jimena Ortuzar (Chair) [First Term] Benjamin Gillespie Matt Jones
Patrick O'Neill Award	Michelle MacArthur (Chair) [First Term] Nikki Cesare Schotzko Jenn Cole Heather Fitzsimmons Frey Kim McLeod Dennis Gupa

6. CATR Award Winners and Honourable Mentions

Jean-Cléo Godin Award

Khordoc, Catherine Khordoc, "Cryptography and poetry: mathematical dimensions in Fires and Skies by Wajdi Mouawad", <https://www.erudit.org/fr/revues/etudlitt/2021-v50-n2-etudlitt06565/1083997ar/>

Honourable Mentions:

Burelle, Julie, "Xajoj Tun Rabinal Achí: Interculturality, Repatriation And Dramaturgy Of The Relationship" in Xajoj Tun. *The Rabinal Achi of Ondinnok. Reflections, interviews, analyses*, edited by Yves Sioui Durand, Catherine Joncas, Julie Burelle, Jean-François Côté, Québec, Presses de l'Université Laval (2021)

Côté, Jean-François, "L'expérience théâtrale de la transculturation dans l'horizon cosmopolitique des Amériques" in *Xajoj Tun. The Rabinal Achi of Ondinnok. Reflections, interviews, analyses*, edited by Yves Sioui Durand, Catherine Joncas, Julie Burelle, Jean-François Côté, Québec, Presses de l'Université Laval (2021)

Martz-kuhn, Émilie (2021), "What works for me: for a cartography in the making", <https://percees.uqam.ca/fr/le-vivarium/ce-qui-me-travaille-pour-une-cartographie-en-devenir>

Patrick O'Neill Award

Editor, Laine Halpern Zisman. *Women in Pop Culture in Canada*. Toronto: Canadian Scholars, 2020.

Editors, Kimberly Richards and Heather Davis-Fisch. "Extractivism and Performance" *Canadian Theatre Review* 182 (Spring 2020).

Honourable Mentions:

Editors, Yana Meerzon, David Dean, Daniel McNeil. *Migration and Stereotypes in Performance and Culture*. London: Palgrave Macmillan, 2020.

Editors, Jenn Cole and Melissa Poll. "Performing (in) Place: Moving on/with the Land" *Performance Matters* 7.1-2 (2021)

Richard Plant Award

Katrina Dunn and Malus fusca, "Coproducting Mimesis" in *Theatre Pedagogy in the Era of Climate Crisis*, eds. David Fancy and Conrad Alexandrowicz.

Honourable Mentions:

Nazli Akhtari, "Diaspora Walks: Small Lessons in Unlearning," *Performance Matters: "Performing (in) Place: Moving on/with the Land"* 7.1–2 (2021): 73–83.

Jacob Gallagher-Ross, "Twilight of the Idols." *Theater* (2020) 50 (3): 29–47.

Ann Saddlemyer Award

Karen Fricker, *Robert Lepage's Original Stage Productions: Making Theatre Global*.
Manchester: MUP, 2020.

Honourable Mention:

Peter Dickinson, *My Vancouver Dance History: Story, Movement, Community*. Montreal
and Kingston: McGill-Queen's University Press, 2020.

Respectfully,

Keren Zaiontz

Report of the Mentorship Program Coordinator

Submitted by: Christine (cricri) Bellerose, PhD (mentorship program's coordinator)

(La version francophone suit)

The CATR Mentorship Committee's mission:

- To foster and support a **mutual aid culture** within the association and among members including emerging scholars, precarious employed academics, part-time teachers, artists and practitioners, researchers, and established scholars.
- To unsettle linear traditional mentorship hierarchy, recognizing the value of experience sharing at all levels and for all.

Three programs:

- One-on-one (year-round)
- Story-sharing circles (off-conference e-events, bi-annual)
- Group mentorship initiative (synchronous to the annual conference)

One-on-one mentorship pairs: traditional pairing between emergent and established scholars, and a peer-to-peer pairing; pairing with experience needs to experience gifters. This is a year-round opportunity, tailored to each pairing, and available to our membership base on demand.

The story-sharing circle: sharing experience from the inside of the university walls. The format of delivery is up to the story-sharer. The e-event is announced via the CATR's and SQET's listserv and on their respective social media and hosted on Theatre Agora via Zoom.

Fall of 2021, Dr. Art Babayants (Bishop's U): sharing his experience of the academic interview, catering to precariously employed, part time, adjunct pool, and emerging scholars. 15 participants joined the workshop. They expressed wanted to reconvene for practice-based exercise and mock-interviews. I don't have time to offer a follow-up e-event.

Spring of 2022, a roundtable on Motherhood, Theatre, and Academia (Canada-US), facilitated by Dr. Daniella Vinitzki (ColoradoU / MFA student at YorkU) and a diverse group of 4 women – mothers, professional Theatre artists, and academics – sharing their

experience. Well over 40 people signaled their interest, 5 women were able to attend. The follow-up question is, "what is the best time to host mothers/co-parents/single parents across different time zones?" The panel was interpreted by 2 ASL interpreters. CATR paid for the service. The ASL interpreters allowed recording of the Zoom session – plans in-process to make the recording accessible.

The story-sharing initiative is looking for volunteers to join as storytellers. Also, we seek volunteers to join the mentorship committee's story-sharing initiative to help on follow-ups. Contact me, Christine (cricri) Bellerose, snail email at catr.mentorship@gmail.com; urgent email christine.bellerose@gmail.com.

The group mentorship initiative began in 2021. **The 2022 initiative** includes 4 participants from across Canadian universities, all PhD students/candidates, and professional theatre artists; diverse population.

Activities: The group initiative runs synchronous to the annual conference. We host 3 group meetings outside of the conference schedule, and an additional 1-2 mentoring sessions on grant writing, attend the conference's sessions in pairs and have dynamic discussion in-time with the conference via our Discord app channel, co-create and deliver the Closing Remark roundtable, and follow-up with a collective article to be published in a peer review journal. The initiative is bilingual fluid French and English and Closed Caption, and accessible. Participation is open to undergrad, MA, and PhD students at Canadian universities, interested in Theatre, Dance, Performance research. We meet online.

Please join the initiative by volunteering with the mentorship committee acting as a mentor and companion for the duration of the conference, and, or the writing period. Contact me, Christine (cricri) Bellerose, snail email at catr.mentorship@gmail.com; urgent email christine.bellerose@gmail.com.

We recruit participants during the winter months, via CATR and SQET Listeserv newsletter and social media. Please let your students know of the initiative.

Those wishing to join our Discord channel where we chat synchronously to the conference sessions, please get in touch with me. The channel is an informal discussion space / community building of critical thinkers and listeners. At this time, it is populated by the mentees only, but we are open to participants

2021, 2022 initiatives created life bonds, and an archive full of notes to pick from for writing collective articles and more, on our shared Discord app channel.

In 2021, 2 mentees were co-awarded the Lawrence prize. It is a testimonial to how well the mentorship initiative fills its mandate. In 2022, 3 participants are up for the Lawrence award. We are really proud of this year's participants as well.

WHO IS THE MENTORSHIP COMMITTEE?

Not a student-only initiative, it is a CATR membership-wide mutual care committee.

Currently (2022) and since (2019), the CATR mentorship program is spearheaded single-handily by the mentorship program (ex-officio) coordinator: Christine (cricri) Bellerose. The goal is to build a three-member co-coordinator mentorship committee by 2025 and to release the committee into the voting cycle, to become a full member of the Board of Directors.

Our team seeks volunteers.

Contact:

Dr. Christine (cricri) Bellerose, CATR mentorship coordinator (ex officio)

christine.bellerose@gmail.com (personal/urgent matters)

[Snail mentorship committee email <catr.mentorship@gmail.com>](mailto:catr.mentorship@gmail.com)

Respectfully,

Christine (cricri) Bellerose

Rapport du programme de mentorat/coordonnateur (membre d'office)

Soumis par **Christine (cricri) Bellerose, PhD**

(La version anglaise précède)

La mission du comité de mentorat de l'ACRT :

- Favoriser et soutenir une culture d'entraide au sein de l'association et parmi les membres, y compris les universitaires émergent.e.s, les universitaires à emploi

précaire, les enseignant.e.s à temps partiel, les artistes et les praticien.e.s, les chercheur.e.s et les universitaires établi.e.s.

- Déstabiliser la hiérarchie linéaire traditionnelle du mentorat, en reconnaissant la valeur du partage d'expérience à tous les niveaux et pour tous.

Trois programmes :

- Individuel (à l'année)
- Cercles de partage d'histoires (événements en ligne hors conférence, semestriels)
- Initiative de mentorat de groupe (synchrone à la conférence annuelle)

Paires de mentorat individuel : jumelage traditionnel entre chercheurs émergente.es et établi.e.s, ainsi qu'un jumelage entre pairs; l'association avec l'expérience doit faire l'expérience des dons. Il s'agit d'une opportunité toute l'année, adaptée à chaque paire, et disponible sur demande pour nos membres.

Le cercle de partage d'histoires : partager l'expérience intra-muros de la vie à l'université. Le format que prendra le partage dépend de l'interlocuteur/trice. L'événement est annoncé via la liste de diffusion de l'ACRT et du la SQET et sur leurs réseaux sociaux respectifs, et hébergé sur Theatre Agora via Zoom.

Automne 2021, Dr Art Babayants (Bishop's U): partage son expérience de l'entrevue universitaire, s'adressant aux enseignant.es à la pige, à temps partiel, au bassin d'adjoint.e.s et aux chercheurs émergent.e.s. 15 participant.es se sont joint à nous pour l'atelier discussion. Ils/elles/iles ont exprimé le souhait de se réunir à nouveau pour des exercices pratiques et des simulations d'entretiens. Je n'ai pas le temps d'offrir un événement de suivi.

Printemps 2022, une table ronde sur la maternité, le théâtre et le milieu universitaire (Canada-États-Unis), animée par la Dre Daniella Vinitzki (Colorado U / étudiante MFA à YorkU) et un groupe de 4 discutantes diversifiés – mères, artistes professionnelles des arts vivants et théâtral, et universitaires – partageront leurs expériences. Plus de 40 personnes ont manifesté leur intérêt ; 5 femmes ont pu y assister. La question est la suivante : "quel serait le meilleur moment pour accueillir des mères/coparents/parents seuls étalé sur différents fuseaux horaires ?" Le panel a été interprété par 2 interprètes ASL. L'ACRT a payé pour le service. Les interprètes ASL ont autorisé l'enregistrement

de la session Zoom – des plans sont en cours pour rendre l'enregistrement disponible aux membres de l'ACRT et de la SQET.

L'initiative de partage d'histoires recherche des volontaires pour se joindre en tant que conteurs. De plus, **nous recherchons des bénévoles** pour se joindre à l'initiative de partage d'histoires du comité de mentorat **afin d'aider aux suivis.** Contactez-moi, Christine (cricri) Bellerose, courriel lent <catr.mentorship@gmail.com> ; courriel urgent <christine.bellerose@gmail.com>.

L'initiative de mentorat de groupe a débuté en 2021. L'initiative de **2022** comprend 4 participant.e.s d'universités canadiennes, étudiant.e.s/candidat.e.s au doctorat et des artistes de théâtre professionnels issue d'une population diversifiée.

Activités : L'initiative de groupe se déroule de manière synchrone avec la conférence annuelle. Nous organisons 3 réunions de groupe en hors conférence, de 1 à 2 sessions de mentorat supplémentaire sur la rédaction de subventions et prix. Nous assistons aux sessions de la conférence par paires (en ligne) et avons des discussions dynamiques en temps réel avec la conférence via notre canal de l'application Discord. Nous co-créons et livrons une table ronde en Mots de clôture, suivie d'un article collectif à publier dans une revue avec comité de lecture. L'initiative est bilingue fluide – français et anglais – et sous-titré (Zoom anglais), et accessible. La participation est ouverte aux étudiant.e.s intéressé.e.s par la recherche en théâtre, en danse et en performance, du premier au troisième cycle et inscrit.e.s à une des universités canadiennes. Nous nous rencontrons en ligne.

J'ai/nous avons besoin de vous ! Pour vous joindre à l'initiative en tant que bénévolat auprès du comité de mentorat et agir en tant que mentor et accompagnateur/trice pendant toute la durée de la conférence et/ou la période d'écriture, écrivez-moi, Christine (cricri) Bellerose, courriel lent, <catr.mentorship@gmail.com> ; courriel urgent <christine.bellerose@gmail.com>.

Nous recrutons les participant.e.s pendant les mois d'hiver, via l'infolettre de l'ACRT et de la SQET et de nos réseaux sociaux. Merci d'informer vos apprenant.e.s de l'initiative de mentorat de groupe.

Bienvenue à ceux et celles qui souhaitent rejoindre notre chaîne Discord et participer de manière synchrone à nos discussions avec les sessions de la conférence. Pour ce faire,

veuillez me contacter. La chaîne est un espace de discussion informelle, et un lieu où nous tissons nos liens communautaires entre penseur.e.s critiques et d'auditeurs/trices attentifs/ves.

Les participant.e.s aux initiatives de 2021, et 2022 ont créé des liens à vie. Ils/elles/iels et également créer sur notre canal Discord, un espace de documentation riches qui pourra servir à l'écriture des articles collectifs subséquents, et plus encore.

En 2021, le prix Lawrence à été co-décerné à 2 de nos participant.e.s. Ceci témoignage avec succès du mandat de l'initiative de mentorat de groupe. En 2022, 3 participant.e.s sont en lice pour le prix Lawrence. Nous sommes également très fiers des participant.e.s de cette année !

QUI SOMMES-NOUS ?

Il ne s'agit pas que d'une initiative réservée aux étudiant.e.s, mais bien d'un comité de mieux-être mutuels ouvert à tous les membres de l'ACRT.

Actuellement (2022) et depuis (2019), le programme de mentorat du l'ACRT est tenu par la coordonnatrice (ex-officio) du programme de mentorat : Christine (cricri) Bellerose. L'objectif est de créer un comité de mentorat de trois membres co-coordonnateurs d'ici 2025 et de libérer le comité dans le cycle d'élection afin de devenir membre élu au sein du conseil d'administration.

Nous sollicitons votre aide. Pour vous joindre à l'équipe du comité de mentorat, **veuillez contacter :**

Dr. Christine (cricri) Bellerose, CATR mentorship coordinator (ex officio)

christine.bellerose@gmail.com (personnel/urgent)

[Courriel lent <catr.mentorship@gmail.com>](mailto:catr.mentorship@gmail.com)

Cordialement,

Christine (cricri) Bellerose

Report of the CATR Federation Representative

Submitted by: **Katrina Dunn**

We continue to pay our Federation membership fees to be aligned with this organization, to have the option of participating in future installments of Congress, and because our membership mechanisms and some of our donations use their systems. Our annual fees for 2021 were \$1,839.09 and have been paid in full, as well as our \$150.00 yearly bill for the use of the Membership Management System (MMS). In 2022 we are using the MMS system not only for membership renewal, but for the processing of conference registrations, as we did in 2017 for the conference in Toronto and in 2018 for the conference in Kingston. Many thanks to Selena Couture, our outgoing Membership Officer, for doing the painstaking work of setting this up. We've had some glitches with this process, both in the setup and the functioning, and have worked with Federation tech support to resolve them.

The Federation held a Virtual Congress in 2022 (from May 12 to 20) as they did in 2021, under the theme Transitions. Next year Congress is reconvening in person at York University. However, CATR will not be a part of that as our colleagues at York did not feel they had the capacity to engage in this way.

The Federation had announced in their EDID document *Igniting Change*, that they have programs to support Anti-Racism and EDID training for member organizations. The CATR Board has expressed interest in doing this kind of training as a group, as a natural extension of the ad hoc Anti-Racism and Anti-Oppression committee work and Report recommendations. I have clarified with Federation representatives that these programs have not been announced yet. My hope is that they will be unveiled soon so that we can plan for training in 2023.

The Federation has launched *The Charter on Equity, Diversity, Inclusion and Decolonization in the Social Sciences and Humanities* and is encouraging individuals and member organizations to sign on. Many member organizations have done this. The full Charter can be found in Appendix C following this report of the CATR Federation Representative. Individuals can sign on here: <https://fhss.swoogo.com/edid-charter>, and I will be bringing this document to the CATR Board for discussion over the Fall.

Canadian Association for Theatre Research

Association Canadienne de la Recherche Théâtrale | <http://www.catr-acrt.ca>

If any members have thoughts about this initiative, they can forward them directly to me at Katrina.Dunn@umanitoba.ca

Respectfully,

Katrina Dunn

APPENDIX C: The Charter on Equity, Diversity, Inclusion and Decolonization in the Social Sciences and Humanities

IGNITING CHANGE: FINAL REPORT AND RECOMMENDATIONS

PART IV - The Charter on Equity, Diversity, Inclusion and Decolonization in the Social Sciences and Humanities

Acknowledgements

The development of this *Charter on Equity, Diversity, Inclusion, and Decolonization in the Social Sciences and Humanities* was led by Dr. Malinda S. Smith with Dr. Noreen Golfman (Memorial University) on behalf of the Congress Advisory Committee on Equity, Diversity, Inclusion, and Decolonization: Dr. Marie Battiste, OC (University of Saskatchewan), Dr. Wesley Crichlow (Ontario Technology University), Dr. Jay Dolmage (University of Waterloo), Dr. Florence Glanfield (University of Alberta), Dr. Claudia Malacrida (University of Lethbridge), and Dr. Anne-José Villeneuve (University of Alberta). The committee was supported in its work by Dr. Gina Hill Birriel, Manager, Program and Policy for the Federation.

The Charter on Equity, Diversity, Inclusion, and Decolonization in the Social Sciences and Humanities

Section 1 | Preamble

We, the Federation for the Humanities and Social Sciences, our membership of scholarly associations, universities, colleges, and affiliates:

- *Acknowledging the need for a more resolute effort to achieve equity, diversity, inclusion, and decolonization in our disciplines, fields of inquiry, and artistic and cultural expressions;*
- *Acknowledging that the expressed commitment to equity, diversity, and inclusion held since the Federation's founding in 1995 did not encompass decolonization, and recognizing the urgency of change and the need to renew and deepen our individual and institutional commitment with a programme of actions and accountability for change;*

- *Acknowledging that each of us as individuals, and as collectives through membership in associations and institutions, has a responsibility to constructively educate on historical and contemporary systemic barriers for each equity-seeking group through rights in order to craft concrete measures to advance an equitable, diverse, inclusive, and decolonial higher education system in which all members can achieve their full potential, and that to achieve this we need courage, accountability, and a call to action for all members of our academic communities of practice, associations and institutions;*
- *Acknowledging that scholarly associations, universities, colleges, and all institutions of higher education are located on Indigenous territories, and recognizing individual and institutional responsibility for the rights and obligations in treaties and compacts made with Indigenous Peoples in those territories;*
- *Acknowledging the Truth and Reconciliation Commission's calls to action in 2015, and recognizing that the commitment to reconciliation with Indigenous Peoples and communities must be integrated into all activities to advance the social sciences and humanities in Canada;*
- *Acknowledging the fiftieth anniversary of the Royal Commission on the Status of Women, the thirty-sixth anniversary of the Royal Commission on Equality in Employment, the twenty-fifth anniversary of The Employment Equity Act, the launch of Dimensions Equity, Diversity, and Inclusion in Canada, and the need to redouble efforts and accountability mechanisms to advance equity, diversity, inclusion, and decolonization in the Federation, scholarly associations, universities and colleges;*
- *Acknowledging the values outlined in the International Convention on the Elimination of All Forms of Racial Discrimination, the fourth United Nations Decade for the Eradication of Colonialism, the United Nations Declaration on the Rights of Indigenous Peoples, and the United Nations Decade for People of African Descent, and acknowledging that antiracism and decolonization require concrete measures to effect systemic change;*
- *Acknowledging that waves of colonialism enacted the subjugation of peoples, cultures, languages, knowledges, ways of knowing, and recognizing that anti-colonialism and decolonization are ongoing and require an individual, association and institutional commitment to identifying and transforming the colonial legacies*

that continue to shape higher education and all aspects of the social sciences and humanities in Canada;

- *Acknowledging the role the social sciences and humanities community must play in identifying, combatting, and transforming systemic inequities and all forms of oppression, and the structures and systems of power and privilege that maintain and reproduce these systemic injustices;*
- *Understanding that the Federation, and all social sciences and humanities disciplines, scholarly associations, colleges and universities must strengthen efforts to envision, build and chart more equitable, diverse, inclusive, and decolonial disciplines, institutions and societies;*
- *Accordingly, to achieve these ends, we, the undersigned, hereby unite in our commitment to vigorously confront discrimination and inequities in order to achieve equity, diversity, inclusion, and decolonization in our scholarly work, associations, at our universities and colleges, in our disciplinary practices, and in collaborations at Congress and other Federation events, for the betterment of the social sciences and humanities community in Canada.*

Section 2 | Purpose

The purpose of this Charter is to achieve equity, diversity, inclusion, and decolonization in the social sciences and humanities in Canada. Systemic inequities within our disciplines, scholarly associations, and institutions of higher education have a negative impact on the education and career trajectories of individuals from underrepresented and marginalized communities. This commitment is a recognition of the need for action plans to address all forms of discrimination, bigotry, prejudice, and injustice, including, but not limited to, those rooted in racism, ableism, sexism, heterosexism, and classism. This Charter calls for urgent action by university and college students, faculty, staff and alumni, scholarly associations, civil society associations, and research funding bodies across Canada to identify and address the specific obstacles that have negative impacts on the career trajectories and lived experiences of individuals from diverse communities, including, but not limited to, women, Indigenous Peoples, members of visible minority/racialized minority communities, persons with disabilities, members of LGBTQ2S+ communities, as well as linguistic, religious, and cultural communities.

Section 3 | Principles

The Federation and its member scholarly association, universities, colleges, and affiliates, in pursuit of an equitable, diverse, inclusive, and decolonial social sciences and humanities community, commit to the following principles:

3.1. Accessibility

Accessibility is a foundational principle for the removal of barriers that limit the equitable access to participation and experiences necessary for careers by people with visual, motor, auditory, learning, and cognitive disabilities. Access is enabled by providing resources and tools necessary for the elimination of obstacles, biases, and stereotypes that impede opportunity, admission to, and success in the postsecondary education sector for persons with disabilities and deaf people, as for all historically underrepresented groups. Accessibility also recognizes that low socio-economic income can be an obstacle to university and college attendance.

3.2. Diversity

Diversity is a characteristic of human societies that has been used in multiple ways across the postsecondary education sector. It includes the whole range of human, cultural, and societal differences among populations across Canada. Diversity encompasses identity difference, and the representation of students, staff, faculty, administrators, and senior leadership in the academy. Social diversity also includes the protected grounds under the Canadian Charter of Rights and Freedoms, Aboriginal and Treaty rights, and human rights legislation, such as race/ethnicity, gender identity and expression, sexual orientation, and disability. Diversity is also used to differentiate types of knowledge production, educational institutions and units within institutions, such as faculties, schools, departments, programs, and institutes. Diversity also encompasses the nature and content of curricula, research, teaching, service and engagement.

3.3. Decolonization

The principles, processes, and practices of decolonization are fundamental to a more equitable, diverse, enlightened, and inclusive social sciences and humanities community in Canada. We believe the sustainable future of higher education requires confronting and unsettling the impact of colonial histories, ideologies, experiences, and legacies on disciplines, archives, canons, curricula, methodologies, and pedagogies, as well as on structures of governance, institutional design, and cultures, symbols, and ceremonies. Decolonization is a necessary and ongoing process of unlearning, uncovering, and

transforming legacies of colonialism, as well as utilizing the educational and knowledge systems available to relearn and rebuild the social, cultural, and linguistic foundations that were lost, or eroded through colonialism. Decolonization also requires making space, balancing, generating, and enabling diverse knowledge systems to thrive in the academy as well as in and through educational and knowledge transmitting places for Indigenous Peoples, the formerly colonized or continuing colonized nations, peoples, and cultural knowledge systems.

3.4. Equity

Equity is concerned with justice and fairness. Equity is a state of being, a process, and a condition that is rooted in fundamental human rights, and, therefore, is not reliant on individual choice or voluntarism. Whereas equality may lead to an assumption of an even playing field, and may shape individual and institutional efforts to treat people the same, equity requires more; it is about understanding and accommodating difference and providing people with what they need to enter and thrive within the academy. Equity requires proactively identifying and combatting discriminatory ideas, attitudes, behaviours, as well as systems, policies, processes, and practices that lead to disadvantage. It is concerned with a legal and ethical commitment to doing what is right and necessary to achieve such a state through proactive measures to identify root causes, and design interventions to remove obstacles to fair opportunities and experiences in all spheres of academic life.

3.5. Inherent Human Dignity

Inherent human dignity is a foundational concept of human rights. Principles, commitments, and actions to transform inequities in structures, processes, policies, and outcomes must be based on the recognition and affirmation of the inherent dignity of all peoples. Without the recognition of the inherent human dignity of all peoples, actions to effect change will fall short.

3.6. Inclusion

Inclusion is a skillset and a condition that must be cultivated and that require resources in order to advance an equitable and fairer academy. Inclusion entails interconnected actions to dismantle barriers that impede participation, engagement, representation, and empowerment of members of diverse social identities and from various backgrounds in the life of the academy. Inclusion means that we design our educational and cultural spaces from the beginning so that they can be used fully by all peoples and all communities. Inclusion foregrounds the social and institutional relations of power and

privilege, drawing necessary attention to who gets a seat and voice at the decision-making tables, and who is empowered by institutional processes, policies, systems, and structures.

3.7. Inclusive Excellence

The individual and institutional pursuit of excellence, quality, or merit is best achieved in equitable, diverse, inclusive, and decolonial conditions in which everyone can thrive. While the human pursuit of excellence is an inclusive one, how it is socially and institutionally defined, operationalized, and recognized historically has often been exclusionary of, among other things, diverse ways of knowing, knowledges, methodologies, and perspectives. Recognizing the integral relationship between equity-as-fairness and inclusive excellence is necessary to mitigate how access to, and success within, scholarly associations, universities, and colleges have been shaped by histories of discriminatory ideas, attitudes, processes, and practices. Inclusive excellence affirms how diversity can deepen learning, enhance critical thinking and problem solving, and fuel creativity and innovation in teaching and learning, research and artistic enquiry, professional service, and community engagement in the social sciences and humanities.

Section 4 | Commitment to Urgent Action

Article 1: We commit to the proactive pursuit of decolonization, and acknowledge that colonialism is a structure that continues to shape attitudes, values, ideologies, and priorities in the foundation of governance, architecture, symbols, and ceremonies, as well as knowledge production, curricula, and ways of knowing and being in the academy.

Articles 2: We commit to concrete actions to combat discrimination, and to transform the structural, systemic, and institutional inequities that are shaped by histories of colonialism, enslavement, and discrimination that continue to disadvantage people on the basis of, but not limited to, women, First Nations, Métis and Inuit Peoples, members of visible/racialized minority groups, persons with disabilities, and members of LGBTQ2S+ groups.

Article 3: We commit to action to identify and ameliorate systemic inequities that impede access to, and success within, the academy of diverse members of our scholarly associations and universities, including, but not limited to, women, First Nations, Métis and Inuit Peoples, members of visible/racialized minority groups, persons with disabilities, and members of LGBTQ2S+ groups.

Article 4 We commit to deepening our knowledge of equity and decolonization for our teaching, learning, research, artistic enquiry, and community engagement, which take place in institutions of higher education located on Indigenous territories, and recognize that the spirit of reconciliation requires individuals and our universities to invest in Indigenizing the academy.

Article 5: We commit to reviewing and transforming scholarly canons and curricula with the aim of creating more inclusive, Indigenized, and decolonized knowledge production in the social sciences and humanities.

Article 6: We commit to official bilingualism, support for Indigenous languages, and multilingualism, and recognize the importance of our diverse linguistic inheritance for culture, community, and belonging in the academy and beyond.

Article 7: We recognize that equity, diversity, inclusion, and decolonization are foundational to inclusive excellence, and this acknowledgement requires a commitment to redefining our definition and assessment of excellence. Socially heterogeneous groups, with a diversity of perspectives, backgrounds, and experiences, enable a deeper and more inclusive conception of excellence.

Article 8: We commit to designing structures and policies that are necessary to systematically collect disaggregated demographic data on faculty, staff, students, and administrators in order to identify barriers and close gaps in student access, and faculty and staff employment in scholarly associations and the academy.

Article 9: We commit to identifying and removing the specific and intersecting barriers and obstacles that impede the equitable representation of women, Indigenous Peoples, visible/racialized minorities, persons with disabilities, and LGBTQ2S+ in our scholarly associations, universities, and colleges.

Article 10: We commit to identifying concrete actions and commitments in such a way that are specific, measurable, achievable, relevant, and time-oriented (SMART) in order to identify and transform the obstacles, barriers, and biases that impede access to and success within scholarly associations and the academy.

Article 11: We commit to analyzing and addressing any inequitable salary wage gaps that may exist for women, First Nations, Métis, and Inuit Peoples, visible/racialized minorities, persons with disabilities, and members of LGBTQ2S+ groups.

Article 12: We commit to creating an academic environment free from discrimination, harassment, and bullying, and cultivate an equitable, diverse, inclusive, and decolonial institutional culture in our scholarly associations, universities, and colleges.

Articles 13: We commit to equitable practices, and diverse and inclusive leadership, decision making and governance that are necessary for the realization of structural and systemic change.