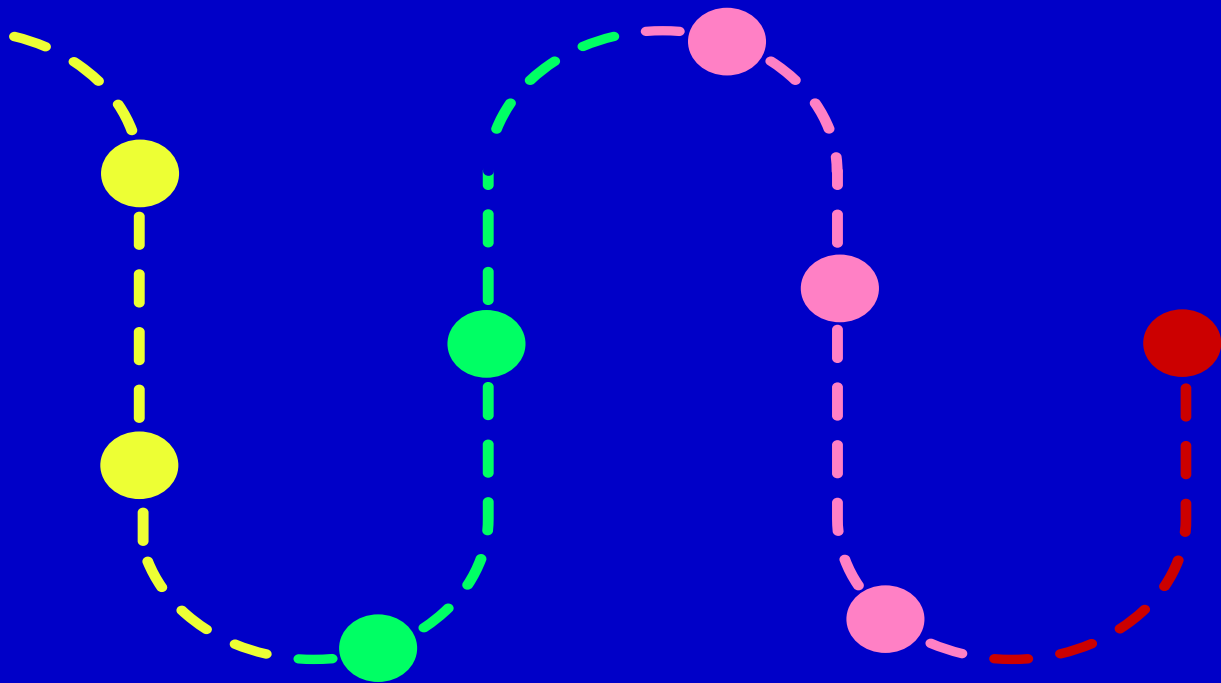


TPM Accountability Framework

Annual General Meeting

November 29, 2021



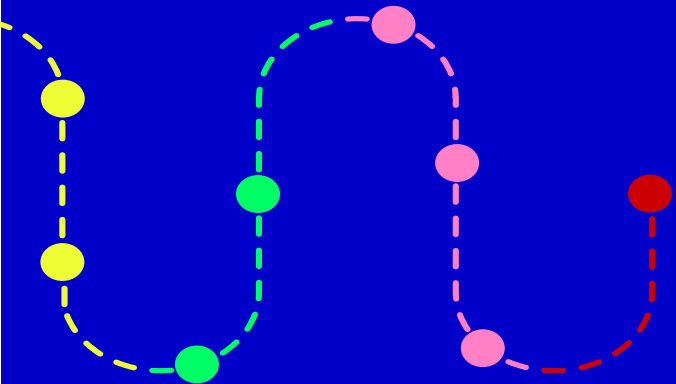
Context

While equity has always been a priority for TPM, this is a moment in time that it has come to the forefront of conversation. Due to COVID-19, the murder of George Floyd and many other recent events, it is more important than ever that TPM step up as a leader to ensure we are living our values of equity, diversity and inclusion in a transparent, responsive and thoughtful way.

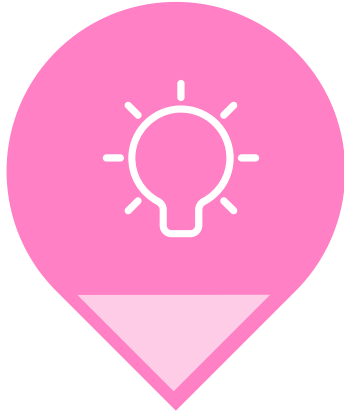


What is the Accountability Framework?

The Accountability Framework is a guiding document that supports the full inclusion of Black, Indigenous, and Persons of Colour in all aspects of TPM by providing opportunities to **amplify and enhance the voices and lived experiences** of these communities on and off our stages.



Why Was It Created?



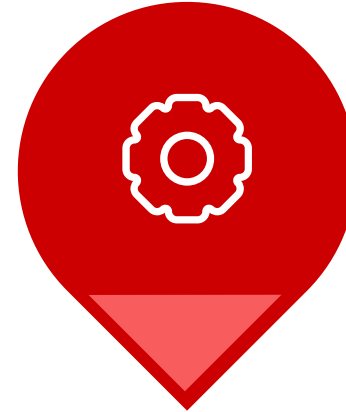
Transparency

To demonstrate how TPM is responding to the racial inequities in society that have been heightened by the COVID-19 pandemic.



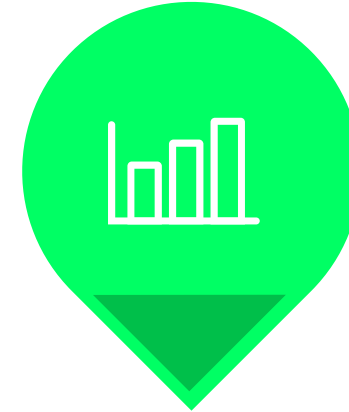
Representation

To showcase the representation of BIPOC communities throughout TPM.



Advocacy

To amplify the voices and lived experiences of the BIPOC communities.



Internal Governance

To foster an equitable and inclusive environment through internal policies, practices, and training.

Core Principles

Iterative

Building a living Document that will evolve to remain responsive to changing needs

Intersectional

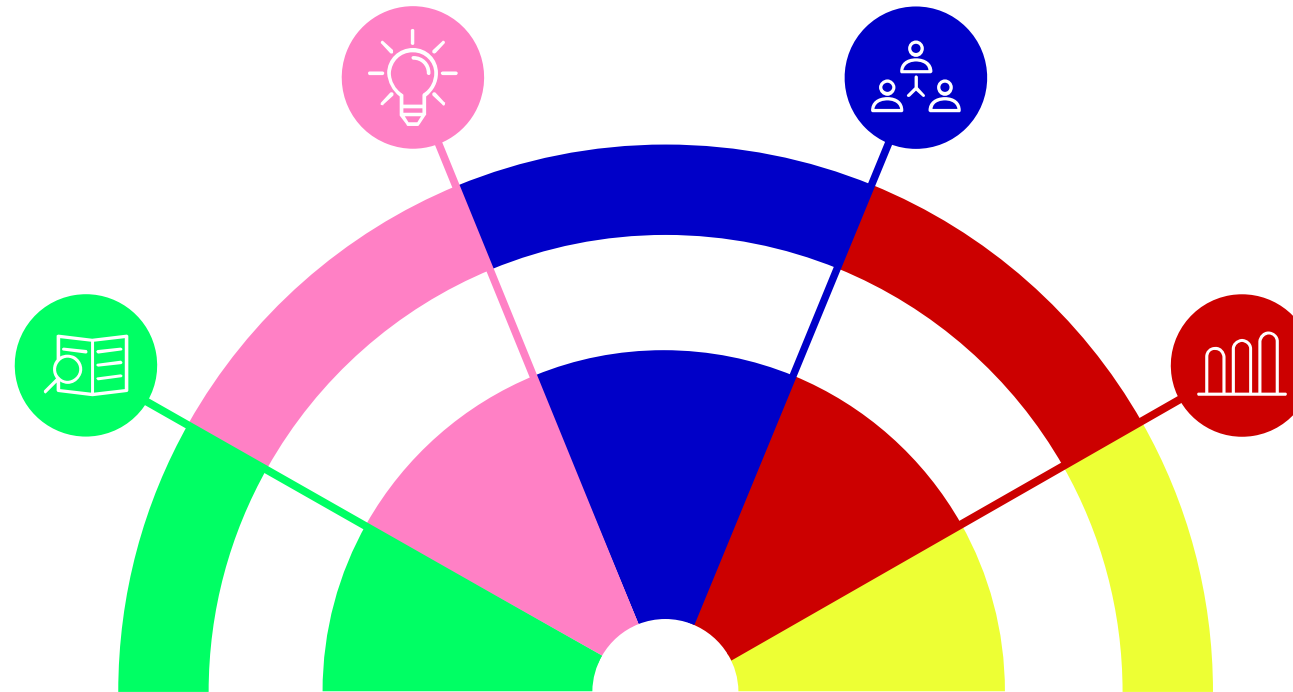
Cultivating a framework rooted in the acknowledgement and celebration of intersectionality

Transparent

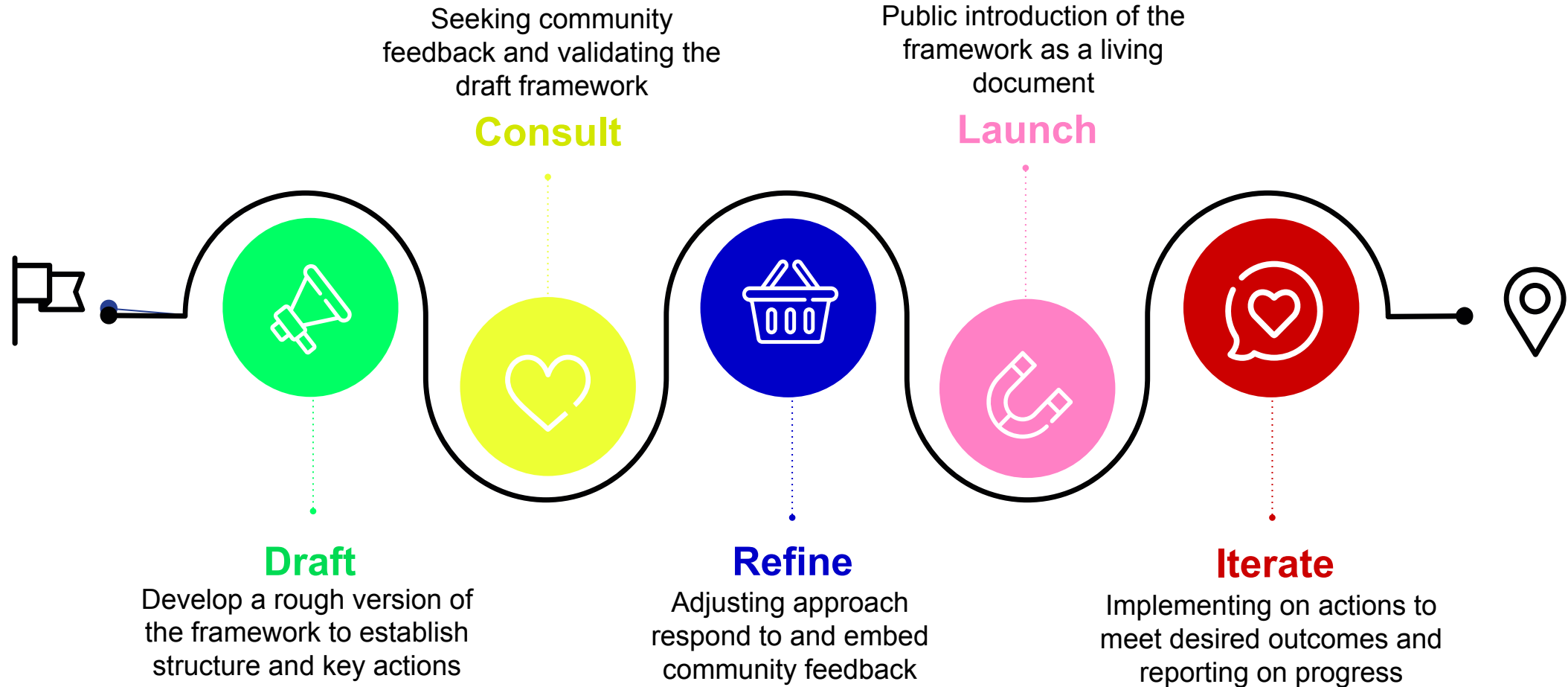
Commitment to openness in our process and to continually seek out community consultation

Human-Centered

Focusing on amplifying community experiences and voices to drive change



Development Process



What We Heard

Themes

Intention

Most appreciated the intent and effort that went into crafting the framework.

Intersectionality

How can we embed intersectionality into the framework in a deeper, more meaningful way?

Quantitative vs Qualitative

How can we measure our success beyond numbers? Is there a way to collect qualitative, anecdotal data to ensure that the experience is also improved?

Community

Who is this framework for? Can we include additional TPM stakeholders like patrons or funders?

Communication

How do we update our community on what we are committed to doing AND what we have already done?

“What does it mean to be so broad at a time when specificity is being asked for?”

- Angela Britto

“Inclusivity is an ongoing act, it is not a state of being.”

- Kevin Ormsby

Next Steps

