



PYA England Meeting Minutes

Thursday 27 May 2021 @ Zoom

Anti-Racism in PYA

Present (34)

Wendy Harris, tutti frutti productions
Mosa Mpetha, tutti frutti productions
Louise Katerega
Debbie Bandara
Emma Rees, Theatre Centre
Esther R, Pilot Theatre
Katerina, Cloud Cuckoo Land
Matt Harper-Hardcastle, tutti frutti / PiPA
Natalie Wilson
Rob Watt, Theatre Centre
Zoe, Z Arts
Alex Byrne, NIE
Alicia Mckenzie, Freelancer
Ben Miles, Full House Theatre
Bethan, Todos Theatre
Bonie Chan, Little Bean Theatre
Chipo Kureya, Freelancer
Emma Killick, tutti frutti
Flossie, Oily Cart
Guido Garcia Lueches, Freelancer
Heather Rikic
Jay Zorenti-Nakhid, NIE
Jenny Smith, Curiosity Productions
Jon DK, ASSITEJ International Rep
Laura Elliot
Mandy Smith, Pilot Theatre
Michelle, Theatr lolo
Natalie Mason, Cloud Cuckoo Land
Peta Swindall, LAT
Pilar, Theatre Alibi
Shay
Stacey
Tina Williams
Daryl Beeton, Daryl Beeton Productions

Apologies



1. Mosa Mpetha welcomes people into the space

Housekeeping - mics off unless speaking, closed captions available, use the chat freely

This is a friendly, open, listening and sharing space. We want no judgements and no pressure. Feel free to turn your cameras off, move about etc.

This meeting will be dedicated to racism within our sector and a recent survey we sent out, we have quite a bit to cover, so we will not have our normal agenda items. All of the documents we are going to discuss in this meeting will be available in a dropbox link.

<https://www.dropbox.com/sh/626crwaih3x2p63/AABIFREeJEY-NfcXEkVtDPqCa?dl=0>

Today's agenda is:

- Introduction from Louise
- A sharing of the recent survey
- Breakout rooms to discuss the survey and our actions going forward
- A sharing of our actions going forward
- 2.15pm Meeting close, but a further 30mins exclusively for those who are ethnically diverse with councillor Sabrina Masego

Before all of that, we would like to start with a minute silence, to mourn those that have passed. There have been 200 more deaths of Black people since George Floyd. We also want to give thanks for the conversations and the ears that it has opened. One minute starting now.

Debbie - 2 min calming meditation

2. Louise Katerega gives an introduction to the session

<https://tya-uk.org/articles/tya-manifesto-for-diversity/>

- Theme - Opening up spaces and structures
- Last year after George Floyd was murdered, Wendy invited us to speak, the conversation continued, on the margins that feeds into PYA England, ASSITEJ and International.
- Importance of being in the margins but no longer marginalised.
- Showing Up and Speaking Up
- Beginning of more sessions, setting the tone.
- This isn't about specific marginalised groups, this is about white supremacy and how white cis patriarchy affects us all. There will be a particular global majority focus in this group, but we strive to be intersectional. Our collective problem is cis whiteness, but we need to act together and back each other up.
- ASSITEJ Board Membership is opening up soon, get in touch if you are interested.

3. 1.20pm - 1.30pm Mosa shares the results of the survey

We wanted to find out from those who are non-white in our sector, how has the last year been for them, what do they want to see less of, more of, and what support do they need. The purpose being to find out what the sector can do better now we have a collective heightened awareness that there is an issue, and people are listening.



As I present this information, please make notes to yourself about things that come up that are interesting to you. I will share this pdf into the chat, and it also lives in a dropbox for access.

<https://www.dropbox.com/sh/626crwaih3x2p63/AABIFREeJEY-NfcXEkVtDPqCa?dl=0>

In PYA England we are going to do two things as a response to this survey and meeting:

- Start to hold perhaps quarterly meetings for global majority folk to network, chat and support one another, please email me if you want to be involved. mosa@tutti-frutti.org.uk
- Collate the survey results and share with ASSITEJ UK and the members to highlight what change needs to be done.
- Debbie, Louise and Mosa are starting to brainstorm topics for discussion in the GM groups and perhaps arrange symposiums.

I read Amanda Parkers '[Has BLM really changed the Arts](#)' article in the Financial Times yesterday. Interesting to see although work by Black artists is increasing and organisations are trying to work with more Black artists, the leadership of arts organisations are not changing, and therefore structure and structural racism is not. As emphasised by the testimonials in this survey.

It has only been one year since people are waking up to this issue, will things be different in another year? Or in another generation? What can we do to ensure change is ongoing and permanent?

4. Debbie asks the zoom to reflect on the survey results

We will now go into breakout rooms to discuss the survey results and our thoughts about the past year. Please consider:

- What came up for you when listening to the results?
 - What actions can you make as a result? Personal actions, Professional Actions, Other Actions
- Please take notes for yourself, and anything you want to share after the breakout rooms you can in the chat or verbally.

If you want to know who each other are, please share your name and jobs in the chat in your breakout room rather than lengthy introductions, we want you to get stuck into the conversation as you only have half an hour!

5. Debbie asks everyone to feedback their notes into the chat

Please share in the chat any thoughts or actions you had coming out of that discussion.

If anyone wants to speak and share their actions verbally please raise your hand.

From Mosa Mpetha she/her to Everyone: 01:19 PM

What White People Can Do Next - Emma Dabiri

From Louise Katerega (she/her) to Everyone: 01:23 PM

Thanks everyone x Encouragement matters :)

From Mosa Mpetha She/Her to Everyone: 02:08 PM

my action, to read that Emma Dabiri book!



From Me to Everyone: 02:08 PM

look at values and language

From Louise Katerega (she/her) to Everyone: 02:08 PM

Thank you Group 6 x How proactive you all are. Inspiring

From Rob (he/him) - Theatre Centre to Everyone: 02:09 PM

Signing up to INC Arts 1% Challenge - <https://incarts.uk/the-1%25-challenge>

From Jay Zorenti-Nakhid (He/Him) NIE-Board Bursary to Everyone: 02:09 PM

Personal & professional - Be unapologetically myself

From Ben Miles Full House Theatre to Everyone: 02:09 PM

To investigate Inc Arts Unlock further! <https://www.incartsunlock.co.uk/>

From Michelle Theatr Iolo (she/her) to Everyone: 02:09 PM

Continue the dialogue and communication of progress and increasing of opportunities.

From Mandy Smith Pilot Theatre to Everyone: 02:09 PM

to read What White people can do next

From Mosa Mpetha She/Her to Everyone: 02:09 PM

Apologies for the technical hitch, it meant the breakout rooms ran longer than anticipated!

From Pilar to Everyone: 02:09 PM

Professional actions: take on an antiracism/unconscious bias training.

From Jay Zorenti-Nakhid (He/Him) NIE-Board Bursary to Everyone: 02:09 PM

Professional - continue work with <https://www.culturecentral.co.uk/mtam/>

From Mosa Mpetha She/Her to Everyone: 02:10 PM

Personal action - allow myself time to not feel like I have to change the world

From Jenny Smith (She/ Her) - Curiosity Productions to Everyone: 02:10 PM

Personal - work harder on educating myself, read, listen to relevant podcasts - Becoming Anti-Racist podcast, reading -on my list - David Olusoga - Black & British, Otegha Uwagba - Whites

From Natalie Wilson to Everyone: 02:10 PM

Personal - keep learning, keep reading, keep talking about anti-racism; Professional in PYA - as a trustee, start a conversation within the organisation about power and structure; Out of PYA - not sure yet...



From Matt he/him (PiPA/Tutti) to Everyone: 02:10 PM

Personal - To be confident in inviting 'awkward or messy' conversations

From Peta Swindall - LAT to Everyone: 02:10 PM

Professional - trialling new recruitment processes for the 1st time as we start to open up and increase output

From Mosa Mpetha She/Her to Everyone: 02:10 PM

please email me if yo wnat to join us for more chats! mosa@tutti-frutti.org.uk

From Natasha Britton, Parable Dance to Everyone: 02:11 PM

To be having these conversations with family and friends. To revisit company values turning them from statements into questions so there is accountability.

From Flossie, Oily Cart (she/they) to Everyone: 02:11 PM

Personal work - keep learning and educating myself; be braver / more proactive - stop worrying about getting things wrong

From Laura Elliot to Everyone: 02:11 PM

Professional - we've been co-leading the launch of this amongst Oxfordshire organisations and artists - and will be continuing to work to ensure we get more people involved and ensure the actions are achieved <https://www.oxcultureantiracism.co.uk/>

From Katerina (she/her), Cloud Cuckoo Land to Everyone: 02:11 PM

I will: share TYA USA Anti-Racism webinar series with Assitej members and invite local sector orgs to join a regular space to work through the webinar series over the summer / take heart from the openness and thoughtfulness in this space compared to closed / defensive attitudes i've encountered in TYA sector before / explore and challenge my attitudes to the boundaries of my own authorship and ownership over work made within my organisation

From Pilar to Everyone: 02:11 PM

Personal action: embrace my Latinx heritage and enrich and share my view and approach from that perspective

From Esther R (she/her) Pilot Theatre to Everyone: 02:11 PM

Continue the work of anti-racism with the yorkshire anti-racist leaders group; in my work co-running Pilot. Continue to focus on self-development, to read, programme, and support the work of global majority creatives and artists. To continue to listen. To continue to work to educate my daughter and family about anti-racism.

From Jenny Smith (She/ Her) - Curiosity Productions to Everyone: 02:11 PM



Professional - find the small immediate actions that work towards the long game. Continue working with More Than A Moment <https://www.culturecentral.co.uk/mtam/> Support the new people in my team that have been recruited through Kickstart to develop their careers and become the leaders we need in the future

From Peta Swindall - LAT to Everyone: 02:11 PM

Professional - delivering our commitment to IncArts 1% challenge and Unlock toolkit

From Tina Williams to Everyone: 02:11 PM

Small steps but constant steps. Jerwood scheme for taking an artist for a year to gain experience in each aspect of theatre.

From Emma Killick tutti frutti to Everyone: 02:12 PM

Personal: I am going to actively try to engage my children more in the discussions and debate about anti racism. They are reluctant to discuss it but for me they need to understand it and be aware of their behaviour so they can make change. I am going to read the book by Emma Dabiri and continue to inform myself for through books, audio plays, films, documentaries.

From Zoe - Z-arts (she/her) to Everyone: 02:12 PM

Personal: Be bolder and braver at challenging in extended family environments.

Professional: To find training for staff around History, language, racism (as recommended in report)

From Mosa Mpetha She/Her to Everyone: 02:12 PM

professional - reminding myself I can only change what I can change, and that is enough

From Jon DK (he/him) to Everyone: 02:12 PM

Continue to diversify social media lists and listening lists. To build time into to projects to seek out and actively connect beyond circles and networks I already know and access

From Tina Williams to Everyone: 02:13 PM

Personal - the books I choose to read to my four year old granddaughter. Tina

From Peta Swindall - LAT to Everyone: 02:13 PM

Reviewing our projects that have focused on inclusivity over the last year - Reach for the Stars and our Making Internships so that we can ensure we are delivering what we set out to do and evaluate our practice and commit to the next phase of these projects

From alex byrne (he/him) - Artistic Director: NIE to Everyone: 02:14 PM

The feedback on training and workshops is galvanising in our own internal debate on where to focus our energy (on artists and commissioning)

From Peta Swindall - LAT to Everyone: 02:14 PM



Personal - reviewing the wider barriers to people entering the cultural workforce - low pay, paths of progression etc

From Tina Williams to Everyone: 02:15 PM

Pied Piper would like to work with other companies to take on an artist for a season and then pass that artist onto another company for different experiences in different companies over a year. Tina

From Jenny Smith (She/ Her) - Curiosity Productions to Everyone: 02:15 PM

Personal - Finding ways to talk about race and racism with my 3 year old daughter, and making sure she experiences books, shows, music, TV etc that is made by and represents positively people from different cultural backgrounds

From Peta Swindall - LAT to Everyone: 02:16 PM

Finding investment in projects that will increase the diversity of the puppetry sector

From Natalie Mason - Cloud Cuckoo Land to Everyone: 02:16 PM

Personal - deepening an understanding of anti-racism and whiteness of the artistic spaces we dwell in and the structures that perpetuate this. Professional - continuing the work to create more equity in arts education, particularly culturally responsive primary music education.

wendy tutti frutti

- deliver on the promise for tutti frutti to be an antiracist organisation and review the change this brings
- continue to listen, learn and consult regularly with my global majority colleagues and invite them to challenge me
- to make changes and acknowledge this work is never finished - it is ongoing.
- challenge; both at work and in my own life where I see injustice or inequality
- to take risks, try things, be bold, and be open

From Emma Rees Theatre Centre (she/her) to Everyone: 02:16 PM

We apply a set of questions that encapsulate our values in all of our work and plans; in this way our values live and breath and we can see their thread through everything we do:

- How is this fair?
- How is this inclusive?
- How is this collaborative?
- How will this catalyse creativity?
- How is this courageous?
- How could this transform?

From our Business Plan



6. Mosa Closes Meeting

Closing meeting, thank you so much for contributions.

Next meeting is Tues 29 June 10.30am about Graduates and those new to the sector, led by Filskit Theatre (Sarah, Vic, Katy Costigan)

We will share the minutes via ASSITEJ Newsletter. If you want to join, it is very cheap at the moment.

Link is here <https://tya-uk.org/join-1/>

If you want to be on the steering group for PYA England with us three, please email Wendy wendy@tutti-frutti.org.uk

Invitation to stay with Sabrina for those who are not white.

7. 2.15pm – 2.45pm Post event space with qualified councillor Sabrina Masego

ASSITEJ UK Membership

This may seem like a weird time to be parting with cash, but please do read on....

Without support from our members, the PYA/TYA sector could have been cut adrift from one another and from our international colleagues. We may also have lost sight of our commitment and passion for high quality live performance for young audiences as being our sole and single-minded concern. On the Edge, Quality of Difference, Assitej regional showcases and countless opportunities for members to participate in Assitej International events would not have been made possible.

At a time when arts organisations are making tough choices and freelancers are facing an uncertain future. We understand how a membership fee is not going to be a number one spending priority. And yet, since lockdown began at the end of March, here are some of the things the **Assitej UK** network has achieved:

- Welcomed 15 new paying members.
- PYA England has reconstituted, recruited a new, diverse steering group, set out a marketing campaign, and hosted 3 coffee mornings, to which more than 30 people have attended each time.
- Members across the UK have contributed to articles in national newspapers, such as the recent article by Lyn Gardner in The Stage
- Members have lobbied their respective Arts Councils regarding the special case for young audiences.
- We have secured £555 funding from Action for Children's Arts Emergency fund.
- Submitted two bespoke PYA letters to Oliver Dowden, Culture Secretary.

Meanwhile, **Assitej International**, of which all Assitej UK members are by default a member, has hosted a raft of global coffee mornings, at which there has been representation from all continents. This is something you could not safely say about international festivals that are largely populated by delegates from wealthier countries and organisations.

It is quite possible that Corona Virus and Zoom have changed our idea of what is possible as a networking organisation, and our capacity to both celebrate our unique characteristics as individuals whilst staying well connected is looking rosier than it ever did! Could you consider joining the network at this time: for solidarity, a future facing approach, seizing the moment and making the next decade that of the child?

Covid-19 has hit our industry hard, therefore in 2021 if you are unable to pay your annual standard subscription of £70 for an Organisation or £25 for individual members, we are offering you the option to pay £25 as an Organisation and £5 as an individual member for the year.

- [Organisation Subscription Covid-19 Discounted Rate: £25](#)
- [Organisation Subscription Standard Rate: £70](#)
- [Individual Member Covid-19 Discounted Rate: £5](#)
- [Individual Member Standard Rate: £25](#)

Alternatively, please contact us by emailing info@tya-uk.org if:

- the cost of membership is too much for you at this time but you wish to make a one-off donation in lieu of your membership fee
- you would like to take a payment holiday for one year
- If you require an invoice

We very much hope that you will recognise the benefits of membership, and thank you in advance.