

# BIPOC ARTISTS' ADVOCATE

## JOB DESCRIPTION

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### JOB TITLE AND DETAILS

BIPOC Artists' Advocate - 1 year contract (approximately 10 hours per week)  
Salary: \$ 20 000

### JOB DESCRIPTION

Working closely with the Artistic & Executive Director, the BIPOC Artists' Advocate will support the Segal Centre's objective to ensure that inclusion and accessibility remains a vital element in everything we do. They will facilitate and provide support for Segal's EDI internal working group (ENSEMBLE) and ad hoc projects such as KOLOT, assist in the casting process and provide reporting to the Board in regard to EDI recommendations. They will also play key roles as resource person to the creative and production teams of Segal productions, work as internal liaison with outreach consultants, and as advisor to the Marketing and Communications department. As an advocate for BIPOC Artists, they serve as the resident advocate for all BIPOC artists involved in any of the Segal's productions throughout the season and support the shows throughout the pre-production and production phases of a project. This resource and position will be acknowledged in artist contracts. Introductions will occur at the beginning of the production phases, i.e. first production meeting, meet & greet. Check-ins/Check outs throughout the rest of the planning, rehearsals, or during the run will be determined by the consultant and the artists as needed, with a final evaluation at the end for Segal purposes to monitor their progress and improve/adjust processes.

The BIPOC Artist's Advocate will embrace the values and mission of the Segal Centre, an organization within Montreal's Jewish community that strives to maintain a diverse and inclusive space and working environment.

### MAIN TASKS

#### BIPOC Artists' Advocate and Creative Liaison

- Serves as a liaison between BIPOC cast members and members of the Creative / Production teams concerning any identity-based concerns or incidents, ensuring these lines of communication are clear and guided by anti-racist principles.
- Works with the Creative team, as necessary, to identify tropes, common manifestations of oppression in casting, hair/makeup, etc. before they make their way into the rehearsal process or stage.
- Provides that during rehearsals the established boundaries of the Artists are not being crossed and that requests/direction serve the story and are not rooted in stereotypes/centering of cis-hetero white perspective and expectation.
- Supports artists as needed emotionally for heavy scenes, such as portraying identity-based violence, isolation, or deep-diving into the identity of character that creates inner turmoil in these areas, as well as providing them with support throughout the process.
- Facilitates dialogue between the Artists and director about their comfort level with the content of a scene/character, such as described above.
- Holds meeting space for BIPOC cast members to connect, share experiences, and offer any concerns or grievances as needed.
- On specific productions, serves as the Segal's internal liaison between the organisation and community consultants to help support the implementation of the welcoming plan for new audience engagement.

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### **ENSEMBLE Chair (EDI Committee)**

- Leads and engages the Segal Centre EDI working to advise.
- Brings forward recommendations that will be compiled in a yearly report to the Board.

### **KOLOT Support**

- Provides support and facilitation for the project KOLOT (Workshops with and for racially and ethnically diverse Jewish artists).

### **SKILLS REQUIRED**

- Experience and knowledge of and commitment to BIPOC agency and advocacy.
- Experience in public consultation and facilitation, including consensus building techniques and practices.
- Experience in motivating, leading and providing guidance and advice to professional teams.
- Excellent verbal/written, relational and inter-personal communication skills with the ability to advocate and make presentations.
- A strong knowledge and understanding of the arts environment and related concepts, practices and procedures.
- Experience using Microsoft Office Suite (e.g. Word, Excel, PowerPoint and Outlook).

### **SUBMISSION PROCESS**

Please submit a cover letter and resume to [gsaltiel@segalcentre.org](mailto:gsaltiel@segalcentre.org).

### **ABOUT THE SEGAL CENTRE**

The Segal Centre for Performing Arts is a not-for-profit theatre company dedicated to creating, producing and presenting world-class English-language theatre, and to showcasing the best professional artists from Montreal and beyond. Founded in 1967, the Segal Centre has expanded to become a nationally recognized venue for the performing arts, in addition to enriching educational programming & Jewish cultural events. With core values of creation, innovation, diversity and collaboration, the Segal believes in the power of the arts to strengthen and connect communities and is committed to offering relevant, engaging, and accessible programming.