

Minutes of the 2021 Annual General Membership Meeting CATR/ACTR

Date: Monday 28 June 2021

Time: 4 – 8pm EDT

Location: LifeSize (online) – link to follow

Yana begins with a welcome a land acknowledgement and the acknowledgement of the events that have occurred in Saskatchewan

1. Call to Order -- Roll Call Participants

Federation Representatives (4:00 to 4:20pm): Camille Ferrier and Deanna Reder

33 Members in Attendance:

Bennett, Naomi	Gerecke, Alana	Riley, Jessica
Boulay, Jenn	Gillespie, Benjamin	Robbins, Sarah
Carter, Jill	Jones, Matt	Schweitzer, Marlis
Chang, Eury	Johnson, Stephen	Simari, Alessandro
Day, Moira	Johnston, Kirsty	Taucar, Jacqueline
Diokno, Giorelle	Lynch, Signy	Watt, Kristina
Dunn, Katrina	MacArthur, Michelle	Whittaker, Robin
Fan, Xing	Meerzon, Yana	Wright, Kailin
Ferrier, Camille	Nolette, Nicole	Zaiontz, Keren
Forsyth, Louise	Poulin, Aimee	
Freeman, Barry	Racknow, Hannah	

2. Approval of the 2021 AGM Agenda

Motion to approve the 2021 AGM Agenda

Moves	Seconds	Votes in Favour	Opposed	Abstains
Hannah Racknow	Giorelle Diokno	27	0	0

MOTION PASSES

3. Approval of Minutes of 2020 AGM - <http://w66ar3h7xkj3rw36d1mkw76a-wpengine.netdna-ssl.com/wp-content/uploads/2021/05/CATR-2020-AGM-Minutes-25-06-2020.pdf>

Motion to approve the 2020 AGM Minutes

Moves	Seconds	Votes in Favour	Opposed	Abstains
Jenn Boulay	Katrina Dunn	26	0	2

MOTION PASSES

4. Federation Representative Report (Please see Appendix on page 5)

Representatives from the Federation, Deanna Reader and Camille Ferrier discuss the EDID Action Plan and the new Member Forum.

- Link for “Igniting Change” Report: www.ideas-idees.ca/about/CAC-EDID-report
- Link for adopting the EDID charter <https://fhss.swoogo.com/edid-charter>
- Hybrid Congress 2022 – May 12-20, 2022 will be a mix of virtual and in person, that builds upon our EDID report
- Any questions for Federation Representatives email membership@ideas-idees.ca

Discussion and Questions

Location of Congress 2022 TBD

5. Report of the President (Please see the Appendix on page 5)

Yana welcomes all incoming officers to the CATR board of directors:

A sincere thank you goes to all out-going officers for their dedication and service to the association. An emergency meeting will be held in the coming weeks to work towards examining the Lifetime Achievement Award and to strike an ad hoc committee to address larger questions regarding EDID with regards to the CATR awards. There are many challenges, and pleasures, of running the conference online. We are waiting for Congress to announce its physical location, but starting July 2nd the current conference committee will meet with new volunteers to address issues on how to move forward for CATR 2022. We are looking for more volunteers.

6. Report of the Treasurer (Please see the Appendix on page 5)

Katrina describes the information on the financial statements and provides an interpretive structure. Katrina highlights some key points regarding strong levels of donations from membership and an increase in TRiC expenses that are tied to increases in membership, which was projected as an anticipated drop in 2020 did not happen. Items to consider going forward into the next budget include strategies for investments that are coming to term this year and an adjustment to accounting fees. A sincere thanks goes to our past Treasurer, Sasha Kovacs, and to Katrina for working together on this portfolio and smoothly managing the succession of this position.

a. Motion to approve the 2020 Financial statements prepared by Hogg, Shain & Scheck

Moves	Seconds	Votes in Favour	Opposed	Abstains
Katrina Dunn	Stephen Johnson	31	0	0

MOTION PASSES

b. Motion to approve the 2021 budget forecast

Moves	Seconds	Votes in Favour	Opposed	Abstains
Katrina Dunn	Stephen Johnson	29	0	0

MOTION PASSES

c. Motion to appoint Hogg, Shain & Scheck as CATR/ACRT accountant for 2021 fiscal year

Moves	Seconds	Votes in Favour	Opposed	Abstains
Katrina Dunn	Alana Gerecke	27	0	0

MOTION PASSES

Discussion and Questions:

Thanks to Sasha and Katrina for their work on this!

7. **CATR/SQET 2021 Conference Report – Crisis and Recovery: Theatre and Performance Before and After the Global Pandemic** (Please see the Appendix on page 5)

Yana outlines the report and identifies the challenges of being a board member and organizing the conference spreads the board members involved too thinly.

- The TheatreAgora website hosts the conference and the online activities for CATR and SQET.
- Grant funding allowed us to hire precariously and unemployed scholars to work in producing the conference. However, we need to think about sustainability, because the funding each year is not guaranteed.
- Thanks to those associated with departments who donated to this conference, and we were able to dedicate a lot of funds to accessibility and translation
- Large expenses for this conference involved translation, accessibility services, and conference staff

8. **Emerging Scholars Task Force Review Committee Report** (Please see the Appendix on page 5)

Signy and Jenn summarize the report found three key trends:

1. Increasing precarity of contingent faculty work,
2. Concerns about hiring and labour in the field, and
3. Growing expectations of what is required – the expectation to do it all research and creative work

The Report also raises issues of who can afford to become tenured.

A sincere thank you goes to the ESTF committee for the Town Hall Event in Chapter 1 of the conference that shared the information from this report.

9. **Anti-Oppression and Anti-Racism Ad Hoc Committee Report** (Please see the Appendix on page 5)

Signy summarizes the report and the points of action:

- Mission to do an internal audit of our organization and to obtain feedback from a consultant for actions to undertake structural change
- Looking for BIPOC advisors from CATR Members and prospective members who will be compensated for their time advising the committee

10. **Conduct Committee Report** (Please see the Appendix on page 5)

Kirsty and Jill summarize the report:

- An event that was supposed to occur during the conference has been rescheduled for the Fall as an e-initiative.

- A call for volunteers to join the Conduct Committee will be sent out as Kirsty is stepping away from the board
- At present members of this committee are not elected, but it might be important to include an electoral process in addition to appointment

11. Report of Membership Coordinator (Please see the Appendix on page 5)

Jacquey summarizes the report for Selena Couture.

12. Report of the Elections Officer (Please see the Appendix on page 5)

Matt summarizes the report and thanks the Nomination Committee for their work this year. Key point noted that 100 people voted in the 2021 elections, which is an increase from 60 in the 2020 election.

13. Other Business (Please see the Appendix on page 5 for the following reports)

a) Scholarly Awards Report

Keren summarizes the report and outlines the ongoing questions and issues surrounding the frameworks of identification

- The scholarly awards were presented alongside the keynote events at the conference and a thanks for the chairs and everyone who sat on the various committees.
- We have a change in how this portfolio runs with the addition of a scholarly awards associate to help manage the amount of labour that goes into coordinating these awards.
- The committee acknowledges the work that Roberta has done to rethink these awards in terms of remit and the process is ongoing with an emergency meeting to further address the definitions of these awards. Kimberly has been sitting in on the anti-racism and anti-oppression task force with attention to how the concerns raised within the task force can be addressed in a substantive way by the awards given out by the association.
- Shauna Janssen will also begin a process to rethink the process of Lifetime Achievement Award to address critical concerns around equity, diversity, and inclusion
- This year an honorarium supported an indigenous member of the O'Neil committee – Yvette Nolan

b) Mentorship Coordinator Report

Cricri outlines the report and gives details on how the mentorship program has worked this year and what is upcoming. Encourage people to generate shared scholarship in different ways

c) Remembrances for Dr. Christopher Johnson of UM

Moira Day offers her remembrances and shares words from our members for Dr. Christopher Johnson and his contributions to theatre scholarship, our annual conferences, and to the association.

14. Motion to Adjourn!

Moves: Matt Jones

Seconds: Katina Dunn

AGM Adjourned at 6:00pm

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

Contents

Agenda: Annual General Membership Meeting.....	6
Federation Representative Report	7
Report of the President	11
Report of the Treasurer.....	15
CATR/ACRT 2021 Budget	16
CATR/ACRT-SQET 2021 Online Relay Conference Budget	19
CATR/SQET 2021 Conference Report	20
Emerging Scholars Task Force Review Committee Report.....	22
Anti-Oppression and Anti-Racism Ad Hoc Committee Report	23
Conduct Committee Report	28
Report of Membership Coordinator	29
Report of the Elections Officer/Nominations Committee	31
Other Business.....	32
Scholarly Awards Report	32
CATR ACRT Mentorship Program report:	33

Agenda: Annual General Membership Meeting

Date: Monday, June 28, 2021

Time: 4 – 6 PM EST

Location: LifeSize (online) – link to follow

1. Call to Order
2. Approval of the 2021 Agenda
3. Approval of Minutes of the 2020 AGM - <http://w66ar3h7xkj3rw36d1mkw76a-wpengine.netdna-ssl.com/wp-content/uploads/2021/05/CATR-2020-AGM-Minutes-25-06-2020.pdf>
4. Federation Representative Report (10 mins)
5. Report of the President (10 mins)
6. Report of the Treasurer (15 mins)
 - a. Motion to approve the 2020 year-end financial statements
 - b. Motion to approve the 2021 budget forecast
 - c. Motion to appoint a public accountant for fiscal year 2021

Report of the Committees

7. CATR/SQET 2021 Conference Report – Crisis and Recovery: Theatre and Performance Before and After the Global Pandemic (15 mins)
8. Emerging Scholars Task Force Review Committee Report (10 mins)
9. Anti-Oppression and Anti-Racism Ad Hoc Committee Report (15 mins)
10. Conduct Committee Report (10 mins)
11. Report of Membership Coordinator (5 mins)
12. Report of the Elections Officer (5 mins)
13. Other Business
 - a. Scholarly Awards Report (10 mins)
 - b. Mentorship Coordinator Report (5 mins)
14. Adjournment

Federation Representative Report



FEDERATION FOR THE
HUMANITIES AND
SOCIAL SCIENCES | FÉDÉRATION
DES SCIENCES
HUMAINES

200-141 Laurier Avenue West
Ottawa, ON K1P 5J3
ideas-idees.ca | ideas-idees.ca
federation@ideas-idees.ca
(613) 238-6112

[Le français suit](#)

May 28, 2021

Dear Presidents of member associations,

While the past few months have been extraordinarily challenging, they also have revealed important issues that we are now addressing. With your annual meetings fast approaching, we have prepared this update to answer questions about our priorities and the changes underway at the Federation.

Equity, Diversity, Inclusion, and Decolonization

First and most importantly, we are following through on our commitments to support Equity, Diversity, Inclusion, and Decolonization (EDID). We are committed to fighting racism and discrimination in all their forms, and to making Congress a safe, accessible and welcoming place for everyone in our community, particularly members of equity deserving groups.

We are grateful to the Congress Advisory Committee on EDID, who on April 8 released "[Igniting Change](#)", their final report and recommendations. We are moving swiftly to turn "Igniting Change" into action, and to put the people, resources, and systems in place to sustain progress over the months and years ahead. You will be hearing more from us shortly about our [specific commitments](#) to establish an EDID standing committee, recruit new EDID staff positions, and to invest \$500,000 over the next three years in EDID initiatives.

Collaborating with you

It's critical we involve you in this work, so we can address your priorities and benefit from your contributions, but also to support your efforts to transform your associations, disciplines, and institutions. We are preparing to launch a new EDID engagement and dialogue series, and will be inviting your association to participate in events this fall. In the meantime, we hope you and your Board colleagues can set aside some time to read and discuss "Igniting Change", and engage with its recommendations, including the "[Charter on Equity, Diversity, Inclusion, and Decolonization in the Social Sciences and Humanities](#)."

We are also proposing to establish a Members Forum that brings our associations together to network, collaborate, share information, and address emerging issues together. In combination with other communications improvements, the Forum would make it easier for you to access complete and accurate information when concerns arise. This is critical; otherwise, we risk leaving our members at the mercy of social media chatter, and the misinformation it so often contains.

Moving Forward

It is imperative we make changes now, before the planning for next year's Congress ramps up. While "Igniting Change" will take years to fully implement, there are some important changes we can and must begin to make right away. And, while we're all hopeful that the worst of the pandemic will soon be behind us, its effects and after-effects will be with us for months, and possibly years, with significant implications for an event as large and complex as Congress.



FEDERATION FOR THE
HUMANITIES AND
SOCIAL SCIENCES | FÉDÉRATION
DES SCIENCES
HUMAINES

200-141 Laurier Avenue West
Ottawa, ON K1P 5J3
ideas-idees.ca | idees-ideas.ca
federation@ideas-idees.ca
(613) 238-6112

By now, you should have received an invitation for you or another representative of your association to participate in our June 23 Annual Meeting, where you will receive new information about:

- The location and format of Congress 2022;
- Creation of the new Members Forum and how your association can participate;
- Implementation of "Igniting Change" and our EDID action plan.

We hope this information is useful to you and your members, and we welcome any comments or questions you may have. Thank you for giving this message your attention during a busy time of year, and for your support of the humanities and social sciences in Canada.

Sincerely,

Gabriel Miller
President and CEO
Federation for the Humanities and Social Sciences



Le 28 mai 2021

Cher.ère.s président.e.s des associations membres,

Ces derniers mois ont été extraordinairement difficiles, mais ont également permis de révéler des problèmes importants que nous nous affairons maintenant à résoudre. À l'approche de vos réunions annuelles, nous avons préparé cette mise à jour pour répondre aux questions sur nos priorités et sur les changements en cours à la Fédération.

Équité, diversité, inclusion, et décolonisation

D'abord, et de toute première importance, nous nous acquitterons de notre engagement à appuyer l'équité, la diversité, l'inclusion et la décolonisation (EDID). Nous sommes déterminé.e.s à combattre le racisme et la discrimination sous toutes leurs formes et à faire du Congrès un lieu sécuritaire, accessible et accueillant pour tous les membres de notre communauté, en particulier les membres des groupes méritant des mesures d'équité.

Nous remercions le Comité consultatif du Congrès sur l'EDID, qui a publié le 8 avril son rapport final « Créer une étincelle » et ses recommandations. Nous nous apprêtons à passer rapidement à l'action à la lumière de « [Créer une étincelle pour le changement](#) » et à mettre des personnes, des ressources et des systèmes en place pour maintenir les progrès au cours des mois et des années à venir. Nous communiquerons avec vous sous peu concernant [les engagements spécifiques](#) que nous avons pris afin d'établir un comité permanent sur l'EDID, recruter du personnel qualifié en EDID et d'investir 500 000 \$ pendant les trois prochaines années dans les initiatives EDID.

Collaborer avec vous

Il est essentiel de vous inclure dans ce travail afin non seulement de répondre à vos priorités et de tirer parti de vos contributions, mais également d'appuyer vos efforts pour transformer nos associations, nos disciplines et nos institutions. Nous préparons le lancement d'un nouvel engagement et une série de dialogues sur l'EDID, et inviterons votre association à participer à des événements à l'automne. En attendant, nous espérons que vous et vos collègues de votre Conseil d'administration aurez l'occasion de lire et de discuter de « Faire une étincelle pour le changement », et de réfléchir à ces recommandations, y compris la « [Charte sur l'équité, la diversité, l'inclusion, et la décolonisation dans les sciences humaines](#) ».

Nous proposons également l'établissement d'un Forum des membres qui rassemblerait les associations pour réseauter, collaborer, partager de l'information et aborder les questions nouvelles ensemble. En combinaison avec d'autres améliorations aux communications, le Forum vous permettrait d'accéder plus facilement à des renseignements complets et exacts lorsque des préoccupations se présentent. Sans cette mesure cruciale, nous risquons de laisser nos membres à la merci du bavardage sur les médias sociaux et des renseignements erronés qui y circulent si souvent.



FEDERATION FOR THE
HUMANITIES AND
SOCIAL SCIENCES | FÉDÉRATION
DES SCIENCES
HUMAINES

200-141 Laurier Avenue West
Ottawa, ON K1P 5J3
ideas-idees.ca | idees-ideas.ca
federation@ideas-idees.ca
(613) 238-6112

Aller de l'avant

Il est essentiel d'apporter les changements dès maintenant, avant que la planification du Congrès de l'année prochaine ne prenne de l'ampleur. Bien qu'il faudra certainement des années pour pleinement mettre en œuvre les recommandations de « Créer une étincelle pour le changement », il y a des changements importants que nous pouvons et devons apporter dès maintenant. Bien que nous soyons tou.te.s optimistes que le pire de la pandémie sera bientôt derrière nous, ses répercussions et échos continueront de se faire sentir pendant des mois, voire des années, ce qui pourrait avoir des conséquences importantes pour un événement aussi grand et aussi complexe que le Congrès.

Vous devriez avoir reçu une invitation afin que vous ou un.e représentant.e de votre association participe à la Réunion annuelle de la Fédération, où vous recevrez les renseignements suivants :

- Le lieu et le format du Congrès 2022;
- La création du nouveau Forum des membres et les modalités de participation de votre association;
- La mise en pratique de « Créer une étincelle pour le changement » et notre plan d'action EDID.

Nous espérons que cette information vous sera utile à vous et à vos membres, et nous encourageons tout commentaire ou question. Merci pour votre attention pendant cette période chargée de l'année, et pour votre soutien aux sciences humaines au Canada.

Cordialement,

Gabriel Miller
Président et Chef de la direction
Fédération des sciences humaines

Report of the President

Reflecting on the past year, the description that keeps emerging is unprecedented. The COVID- 19 pandemic has changed our professional and personal lives to an extent that nobody could've foreseen a year ago. The pandemic has affected every member of this organization and our field in general. The outcomes are life-threatening for theatre and performance, across the ecology of practice and scholarship; throughout the industry and all levels of the academy. Given these very difficult times, I would like to acknowledge the very hard work of every artist, technician, producer, manager, academic, student, and volunteer who keeps this ecology alive. I would also like to extend a very special thank-you to the members of the Board, as we have continued to meet and consult with one another during this difficult time, and I wish to extend my gratitude to all of the Chairs and members of every committee that have continued their work through 2020-2021, and to those who have committed to continue working for CATR into an uncertain future.

First, I would **like to say a special thanks to the outgoing members of the board**: Sheila Christie, Kirsty Johnston, Alana Gerecke, Sylvain Lavoie, Signy Lynch, Reza Sadeghi-Yekta and Erin Hurley.

The CATR annual elections took place in March/April 2021. 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:

- ATLANTIC REGION: Robin Whittaker
- ONTARIO : Giorelle Diokno
- PRAIRIE: Jessica Riley
- GRAD STUDENT : Sarah Robbins
- FRANCOPHONE Representative: Christine (cricri) Bellerose
- BC REPRESENTATIVE: Eury Chang

These new members have been elected for two years, and will serve on the Board from Spring 2021 to Spring 2023. In the Fall 2021, we will be looking for a new member to fill the position of Community Member.

The remaining members, who joined us in 2020, are Selena Couture, who will remain on the Board as our Membership Coordinator, Sarah Robbins will join Hannah Rackow, as a Graduate Student Representative, Sylvain Lavoie is leaving as the liaison of working groups, and Robin Whittaker will take on the role of Atlantic Region Representative until Spring 2023. Signy Lynch is leaving the board but will remain our liaison with the Anti- Racism Committee.

Addressing our work on anti-racism initiatives: in response to the Black Lives Matter movement and calls for action related to the practices of systemic racism across Canada, and in every public institution, including those of theatre and performance practice and education, **I called an Emergency CATR Board Meeting, which was held on July 7, 2020**. At this meeting, a new committee on anti-racism and anti-oppression was created, which continues to grow and which has been actively working throughout the past year. Signy Lynch is the spokesperson of this committee, and you will hear her report later today.

Here is a citation from the minutes of the **Emergency CATR Board Meeting, which offers some context on the creation and work of the Anti-Racist and Anti-Oppression Committee:**

“the Board recognizes that Anti-Racist and Anti-Oppression transformational work must occur in both the processes and the operations of the conference and the organization – while these two are related they require different steps to address systemic inequalities, which will require study by an ad-hoc committee that will report back to the board in September with recommendations. [...] The board also recognizes that such work may require a permanent budget line to address the need for anti-racism and anti-oppression actions such as training and consultants now and for the future operation of the organization”. The committee prepared three ongoing reports and will summarize its findings shortly.”

Scholarly Awards and the Life-Time Achievement Award: as an incoming CATR President, I have been mandated to seek a new **Coordinator of the CATR Scholarly Awards for the period of 2020-2022**. During consultations with Roberta Barker, the previous Coordinator of CATR Scholarly Awards, it has become clear to me that the duties of the **Coordinator of the CATR Scholarly Awards** have grown significantly over recent years, and from now on this labour would need to be shared with other members. To this end, the Board elected Keren Zaiantz and Kimberley Richards to run the Scholarly Awards Committee as a team, and you will hear from them shortly today.

Shauna Janssen gathered nominations for the Lifetime Achievement award and Honorary Member award for 2021, but following significant discussion among Board members about the criteria and search process of these awards, and an overall uncertainty about the merit of our current approach, the Board decided to put this award on pause in 2021. Going forward, the Board has decided to commit to a series of consultations with the membership, and strike another committee, which will be tasked with studying the existing CATR By-Laws governing the process of these awards, and propose changes to make the candidacy for these awards more inclusive. The Board is planning to issue an open call for volunteers to sit on this committee and present the result of its findings at the AGM in 2022. Any change in the CATR By-Laws will require an open vote at this AGM.

Emily Rollie continues to oversee the administration of CATR awards, and the recipients of awards for this year will be announced in the Fall 2021.

The e-series that Andy Houston and I proposed in May 2020 have continued to unfold in Winter 2021. They have included three roundtables on teaching and research during the pandemic, in the fall 2020; a roundtable on Indigenous theatre practices and methodologies, organized by Deneh'Cho Thompson, in January 2021; two roundtables and a workshop on publishing, including the composition of academic articles, books, and book proposals organized by myself, Ric Knowles, and Natalie Alvarez. I would like to thank all experts who participated in these roundtables, translators who helped us run these initiatives bilingually, and CATR Treasurer, Katrina Dunn for helping us find funding to allocate toward this important initiative.

Taiwo Affoladi approached me **with a new initiative to create a series of e-events which will focus on the theatre-scene in the prairies**. CATR will support this initiative by publicizing it to the membership and storing the recordings of these events on the CATR YouTube platform.

Christine (cricri) Bellerose has also expressed an interest in creating a series of bilingual workshops on writing and publishing in her capacity as **Mentorship Program Coordinator**.

Due to unforeseen circumstances, **CATR's annual Conduct Committee session**, this year entitled "Curating Safer Spaces & Devising Protocols That Welcome: New House-Rules in the Domain of Story" has had to be postponed. CATR and the Committee remain excited to host the event, and we are now planning to offer it at **Theatreagora.ca in October** as part of the CATR e-series started in the fall of 2020. In September, the Conduct Committee will send out timing and registration information for this session.

I continue looking for new ideas on the topics and format of these roundtables. Interested members of the board who would like to volunteer to run a roundtable, or partner with me or Andy, are invited to send me an email at yana.meerzon@uottawa.ca.

Crisis of labor across Canada and internationally: In March 2021, I attended a **Summit of the Presidents of International Theatre** organizations to discuss common concerns and issues that have arisen due to the pandemic. In fact, we share more problems than I initially thought, including a crisis of labor, a decrease in membership, and the financial and physical sustainability of annual conferences. One of the significant insights to come from this summit was the potential benefit that can come through organizations collaborating on conferences, similar to way CATR has been partnering with SQET for the past two years.

During the 2021 CATR/SQET conference we held a session on the state of the theatre and performance academic profession, entitled: "Roundtable on the State of Hiring and Contingent Labour in the Field", Friday, June 11, 2021. It was run as live discussion on Zoom; spoken in English and French with live translation available in both languages. It was prepared and run by the EMERGING SCHOLARS TASK FORCE (BENJAMIN GILLESPIE, SIGNY LYNCH, HANNAH RACKOW), LISA AIKMAN, SUSAN BENNETT, DAVID OWEN, MARLIS SCHWEITZER & KIM SOLGA. At this roundtable, the CATR Emerging Scholars Task Force presented the findings of their survey of recent graduates with terminal degrees in Theatre & Performance studies, followed by a discussion on hiring and contingent labour in the field, led by members of the field from different perspectives. Here is the link to the report: <https://theatreagora.ca/wp-content/uploads/2021/06/Emerging-Scholars-Task-Force-Final-Report-2021.pdf>

Unaffiliated scholar/representative report, as prepared by Jacquie Taucar:

With Canadian universities facing financial crisis with the twinned forces of chronic government underfunding and the effects of the Covid-19 pandemic, the association recognizes the outsized impacts on our members who identify as unaffiliated scholars and/or contingent faculty, alt/ac, and artists. A committee, led by the Unaffiliated Scholar Representative, will be reaching out to our membership after the conference to get feedback on how our association can support and advocate for those in precarity.

CATR/SQET CONFERENCE 2021; going into CATR 2022

"Crisis and Recovery: Theatre and Performance Before and After the Global Pandemic," is the 2021 online conference run by the [Canadian Association for Theatre Research \(CATR/ACRT\)](http://www.catr-acrt.ca) and the [Société québécoise d'études théâtrales \(SQET\)](http://www.sqet.ca).

This year's conference features keynote addresses by **Harvey Young** (author of *Embodying Black Experience* and the forthcoming collection *Theatre After Empire*), **Kevin Loring** (N'lakap'amux from the Lytton First Nation in British Columbia, Artistic Director of Indigenous Theatre at the National Arts Centre of Canada), and **Sylvie Chalaye** (author of *Race et théâtre : un impensé politique*).

The conference features panels and roundtables on **Indigenous Theatre Practice and Research, Performance and the Climate Crisis, Disability Justice, Black Lives Matter and Performance, COVID-era Digital Theatre, Québécois Theatre, Performing Queerness during COVID**, and much more. We will also be launching new issues of [Canadian Theatre Review](#), [Theatre Research in Canada](#), and celebrating the first issues of [Percées. Explorations en arts vivants](#), the new iteration of *L'Annuaire théâtral. Revue québécoise d'études théâtrales*.

The conference happens in three acts: **June 10-11** hosted by the University of Ottawa, **June 25-26** hosted by the Société québécoise d'études théâtrales, and **July 8-9** hosted by the University of Manitoba.

An ad-hoc **Conference Committee**, with Katrina Dunn and Andy Houston as its Co-Chairs, has been running the 2021 conference preparations in partnership with SQET since September 2020. Over this time, the CATR-SQET 2021 Conference organizing committee has grown, with more than 30 volunteers helping the event to take place. At the same time, we have worked very hard on fundraising and were able to offer paid positions to several CATR and SQET members to make sure the conference participants are well served. We will hear from Katrina and Andy shortly. We do know, however, that SQET will not be partnering with CATR for the 2022 annual conference.

It is time for CATR to start thinking about **the host for the 2022 CATR conference and putting together the CATR 2022 conference committee**. I would like to thank Robin Whittaker, who has already agreed to join the ad-hoc conference committee, which consists of myself, Katrina Dunn and Andy Houston, in our next round of thinking about the 2022 CATR conference. In fact, Robin has already attended a couple of meetings of the CATR/SQET 2021 conference team. **It is essential for as many CATR board members (both returning and new) and members at large as possible** to be involved in the conversation and preparation of the CATR 2022 conference. What we already know is that SQET will not partner with us for this occasion, and we await the announcement of the plans for Congress in 2022. In this situation, I suggest we start thinking about the CATR 2022 conference as soon as possible and without relying on any external partners. Any ideas from the CATR Board and membership are welcome. Please send me an email with your ideas!

This spring, the CATR Board voted to officially dissolve the TRiC liaison position. This decision is a reflection of the fact that, with the transition of ownership to UTPJ last year, the CATR Board no longer has a formal management role in TRiC operations--and that the TRiC Management Board (upon which CATR's liaison used to serve) has, likewise, dissolved.

Once again – with my gratitude to every member of the board and thanks for your commitment to CATR and all of your hard work,
Yana Meerzon, CATR President.

Report of the Treasurer

Prepared by Dr. Katrina Dunn
Assistant Professor, University of Manitoba

Transition

I have been meeting with my predecessor as Treasurer, Sasha Kovacs, since early August 2020, sorting out the many issues to do with transferring the financial responsibilities of the organization from her to me. I now have control of the primary bank account and have taken over invoicing, payment of bills, and tracking all of CATR's financial activity. The process to update signing officers took several months, but in the process we were able to eliminate a number of individuals who had not been on the CATR Board for years. The work of the transition is ongoing. While I have moved forward with all of the financial work from January 1st 2021 on, Sasha has done the wrap up for 2020 and worked with the accountants to prepare the Financial Statements for that year. I have voiced to the Board that, given the complexity and length of the Treasurer transition, and the fact that any such transition puts the organization in a vulnerable position, the term for the Treasurer should be four years rather than two years.

2020 Financial Statements

The 2020 Notice to Reader and tax return has been prepared by Hogg, Shain & Scheck in collaboration with Sasha. The Notice to Reader shows an excess of revenues over expenses of \$2,052.00. Our projected Revenues of \$20,205.00 grew to \$29,213.20 by year end, largely due to more of the Conference revenues running through CATR and an anticipated steep drop in membership renewals due to the pandemic and the online nature of the conference that was not quite as severe as we had predicted. Projected Expenses of \$20,205.00 grew to \$27,160.96 due to Conference expenses and higher than anticipated TRiC fees.

Investments

The organization has seven different investment funds associated with various awards that are the result of large donations from private individuals. They are held at BMO and TD. Both Sasha and I feel that we need a long-term strategy for these investments and that consolidating them in a single financial institution would likely be wise. A number of them have recently come to term and either need to be reinvested or allotted according to the terms of the original donation. If there are CATR members with expertise in this area that would like to advise the Treasurer, that help would be welcome.

2021 Budget

The budget I have prepared for 2021 is based largely on Sasha's recommendations. The budget shows anticipated Revenues of \$80,350.00 as compared to 2020's Revenues of \$29,213.24. The large difference is almost entirely due to the significant conference funds that are flowing through CATR's account this fiscal year. We are managing \$56,400 of the Conference's \$123,360 budget. \$40,000 of this is a single large grant from the Canada Council's Digital Strategy Fund to create the Theatregora.ca site

Canadian Association for Theatre Research

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

with SQET. The conference funds act like an in and out (are offset by expenses of the same amount) and thus the actual core of the budget is very similar to last year. The budget shows anticipated Expenses of \$80,443.80 as compared to 2020's Expenses of \$27,160.96. We are anticipating a small surplus of \$306.20. An expense item that is growing is the one for Board Directed Special Events/Initiatives (from \$1,055 in 2020 to \$4,500 in 2021). For 2021, this holds monies to hire a facilitator for the anti-racism committee, honorariums and translation for Roundtable series (outside of the conference), and the Indigenous Host Initiative.

Other Activity

Donation receipts have been issued for everyone who made a donation to CATR in 2020, though they came out quite late. I will endeavor to get these out in a more timely way next year. Jacquy and I worked on a new financial policy for the requests for honorariums and payment for committee work that we have received. We made a decision to create a new line item for Inclusion/Equity Honorariums. I have allocated some funds to this new item for 2021 and we have let those working on awards know that they can go ahead and offer honorariums to the individuals they requested. Once the limit for these funds is met on a yearly basis it will require a motion of the Board to allocate funds from another activity to this line item.

CATR/ACRT 2021 Budget

CANADIAN ASSOCIATION FOR THEATRE RESEARCH/L'ASSOCIATION CANADIENNE DE LA RECHERCHE THÉÂTRALE; 2021 Budget

Prepared by Katrina Dunn (Current Treasurer) May 10, 2021

REVENUE	Actuals 2020	Projected 2021
Memberships	\$ 16,628.32	\$ 18,000.00
SQET Memberships via CATR		\$ 1,400.00
CATR Memberships via SQET (La Société québécoise d'études théâtrales)	\$ 680.00	\$ 500.00
Bank Interest	\$ -	
Investments Interest (McCallum/Lawrence Award & Lawrence Prize)	\$ -	\$ 400.00
GST and Other Rebates	\$ 527.00	\$ 500.00
McCallum/Lawrence Award Transfer from Investments	\$ -	\$ 1,500.00
Robert Lawrence Prize Fund Transfer from Investments	\$ -	\$ 250.00
Grad Travel/CATR Grants Donations		\$ 500.00
Indigenous Host Initiative Donations	\$	\$

Canadian Association for Theatre Research

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

	1,435.00	900.00
Canada Helps General Fundraising	\$ 2.88	\$ 400.00
Conference Revenues (Registration Payments Via Fed Portal)	\$ -	
Conference Revenues (Sponsorships, Grants)	\$ 9,940.00	\$ 56,400.00
TOTAL REVENUE	\$29,213.20	\$80,750.00
EXPENSES	Actuals 2020	Projections 2021
CFHSS	\$ 1,098.82	\$ 1,000.00
Travel to CFHSS AGM	\$ -	
E-net online mbrshp fees	\$ 150.00	\$ 150.00
SQET Transfer	\$ 1,335.00	\$ 1,500.00
Teleconference Fees	\$ -	
Website Fees	\$ 140.00	\$ 250.00
Office Supplies	\$ -	
Postage	\$ -	
Photocopying	\$ -	
Printing	\$ -	
Fundraising Charges (Canada Helps)	\$ -	
Paysafe Merchant Services Charges	\$ 224.23	\$ 250.00
Bank Charges (Visa, MC)	\$ 83.70	\$ 600.00
CIBC Account Charges		\$ 100.00
Director's Insurance	\$ 691.20	\$ 793.80
Consulting	\$ 3,818.84	\$ 800.00
Translation Costs	\$ 527.69	\$ 800.00
Accounting Fees	\$ -	\$ -

Canadian Association for Theatre Research

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

	1,695.00	1,000.00
Miscellaneous	\$ 81.64	\$ 200.00
Conference Expenses	\$ 4,485.08	\$ 56,400.00
Board Travel	\$ -	\$ -
Board Directed Special Events/Initaitives	\$ 1,055.00	\$ 4,500.00
Heather McCallum and Lawrence Scholarship	\$ 1,000.00	\$ 1,000.00
Lawrence Prize	\$ 500.00	
CATR Grants	\$ 1,500.00	\$ 1,500.00
Grad Travel Grants	\$ -	\$ -
Inclusion/Equity Honorariums		\$ 800.00
TRiC (Theatre Research in Canada Journal)	\$ 8,774.76	\$ 8,800.00
Newsletter	\$ -	\$ -
TOTAL EXPENSES	\$27,160.96	\$80,443.80
TOTAL PROFIT/LOSS	\$2,052.24	\$306.20

Canadian Association for Theatre Research

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

CATR/ACRT-SQET 2021 Online Relay Conference Budget

CATR-SQET 2021 Online Relay Conference BUDGET	
	-
<u>REVENUES</u>	
SSHRC Connections	\$25,000
Canada Council Digital Strategies	\$40,000
University of Ottawa (Host)	\$5,000
University of Manitoba (Host)	\$3,000
Press Sponsorships	\$5,250
Theatre Departments Sponsorships	\$4,250
Theatre Departments for Digital Mini-Conference	\$3,500
McGill Institute for the Study of Canada	\$2,000
Quebec Secretriart for Canadian Relations	\$27,360
Canadian Heritage	\$5,000
Cole Foundation	\$3,000
TOTAL REVENUES	\$123,360
<u>EXPENSES</u>	<u>2021</u>
Donated Memberships	\$6,000
Translation	\$24,410
Acessibility	\$7,400
Keynote Speakers	\$3,000
Honorariums	\$9,000
100Watt Youth Company	\$500
Digital Mini-Conference	\$5,500
Land Acknowledgement Donation	\$250
Graphic Notetaker	\$500
Conference Staff	\$35,300
Web development and management	\$20,000
Total Expenses	\$111,860
Contingency	\$11,500
TOTAL EXPENSES	\$123,360

CATR/SQET 2021 Conference Report

CATR-SQET Conference 2021: Crisis and Recovery: Theatre and Performance Before and After the Global Pandemic

Submitted by the Conference Co-Chairs Yana Meerzon, Katrina Dunn and Andy Houston

At point of writing, we are between the first and second acts of this three-act conference. Both our SSHRC Connections grant and our Canada Council Digital Strategy Grant were successful, as was a large grant from the Quebec Secretariat for Canadian Relations, and our application for support from the Department of Canadian Heritage. Along with strong support from many theatre programs across Canada, our increased budget has allowed us to develop on a number of initiatives that we conceived in the planning phase.

The most significant of these is **the launch of Theatreagora.ca**. Intended as a permanent meeting place for the online activities of both CATR and SQET, we expect Theatreagora.ca to host future conferences, as well as online activities that we want to offer throughout the year. We hired a web designer and streaming expert, and engaged the expertise of a number of individuals on the Conference Organizing Committee. A few bugs emerged during the first act of the conference and we have been working to resolve them all.

A big focus for us with the funds that we have raised was to **hire and pay precariously employed and unemployed scholars** to work in the various roles of producing the conference. Our team includes:

Conference Coordinator: Neil Silcox

Associate Conference Coordinator: Christine Mazumdar

Translation and Accessibility Coordinator: Sebastian Samur

Assistant Translation and Accessibility Coordinator: Marie-Eve Skelling Desmeules

Membership and Registration Coordinator: Noemie Avidar

Technical Director: Kyle Ahluwalia

Assistant Technical Director: Jeremy Noel

Website Posting and Archiving & Communications: Matt Jones

Synchronous Zoom Assistants: Matt Venner, Ana Clara Bouffard Lima, Jayna Mees, Taylor Marie Graham, Fraser Stevens, Alessandro Simari

Accessibility Consultants: Drea Flyne, Becky Gold

Moderator Coordinator: Alessandro Simari

Translation Team: Alexandre Gauthier, Sylvie Côté, Gabrielle Houle, Maxime Batiot, Frédéric Giguère, Anna Vigeland, Katherine Turnbull, Emma Huebner, Haneesha Bhoyroo, Marion Daigle, Karim Chagnon, Adleen Crapo, Myriam Couturier, Steph Berntson, Nicole Nolette, Andy Houston, Marie-Eve Skelling Desmeules, Sebastian Samur

ASL Interpreters: Aneesa Mustafa, Vanessa Bailey, Nick Markin, Rogue Benjamin, Janice Johnson, Renee McKinley.

Including Keynotes, Panels, Roundtables, and Working Groups, **we have 64 events happening in three acts, over six days**. Our commitment to a fully bilingual conference that is as accessible as we can

Canadian Association for Theatre Research

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

make it means a slow working process and lots of consultation before every decision. We made a commitment to **pay \$300 honorariums to guest artists** participating in the conference and will pay out **30** of these by the end of the conference. We have also given away **108 donated memberships** to grad students, precarious scholars and guest artists.

Emerging Scholars Task Force Review Committee Report

Current reps: Signy Lynch, Hannah Rackow

Incoming rep (replacing Signy): Sarah Robbins

Over the last year, the grad student representatives have largely worked on finalizing the Emerging Scholars Task Force Report on the Survey of Recent Graduates in Theatre and Performance Studies, as well as serving on various committees. We organized a roundtable on alt-academia at the 2020 CATR online conference, and a roundtable on the State of Hiring and Labour in the Field at the 2021 CATR online conference. We are currently considering developing workshops on academic and non-academic job searches to take place in the fall or winter.

The final report for the Emerging Scholars taskforce, presented in the first week of the conference, is available for review [here](#). The report summarizes the results of our survey of recent graduates and hires in the field, conducted in the summer of 2020. We encourage all those with stakes in discussions of hiring and labour in the field to read it.

Key findings of the survey, and key points of interest in our study include:

- **The precarity of contingent faculty:**
 - The vast majority (86%) of contingent faculty reported doing part-time work (in many cases holding multiple positions) in order to support their current careers
 - There is a lack of job security among contingent faculty and a lack of advancement within sessional positions turning into tenure (although almost every respondent did do some sessional work beforehand)
- **Concerns about equity in hiring and labour:**
 - Beyond the ever-present concern about the lack of tenure-track positions compared to qualified graduates, the revelation that a majority of tenured/tenure-track (TT) scholars report holding contingent faculty positions before their current ones (along with the recently mentioned points about the precarity of contingent faculty work), raise questions about who can afford to become tenured. The state of affairs as found in the report raises serious equity issues around hiring in the field.
- **Growing expectations of what's required for jobs:**
 - Of those surveyed, 65% of TT faculty reported that the postings for their current jobs indicated that artistic experience was either required or preferred. If a potential majority of tenure/tenure-track positions require both theory and practice, this raises the concern that departments may not be adequately preparing PhD students in particular for the job market.

Anti-Oppression and Anti-Racism Ad Hoc Committee Report

Report compiled by Jenn Boulay and Signy Lynch

What We've Done:

Currently operating as an informal committee. The committee continues to meet about once a month, and we have a loose membership of about 18, including **5 current board members**. In the past several months, we've conducted significant internal research on the organization, following our collectively created immediate 2020-21 mandate. The Anti-Racism committee has been meeting monthly since August 2020. In that time, we have established guiding principles, a mandate, and conducted research regarding specific aspects of CATR (including governance, elections, scholarly awards, funding opportunities, conference, mentorship program, and membership). We were granted \$3,000 by the board for costs related to committee work.

In the first meeting, we started (and will continue) work on a working document of committee guiding principles (accountability, reflexivity, etc.) and working methods that will help us to avoid replicating within the committee the very power structures and ideologies that we're trying to overturn. (**See the full document below.**)

We're also discussing and brainstorming ways to maximize transparency of committee activities to the membership -- both to ratify what we're doing with them and for accountability purposes.

Immediate 20-21 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 the following: 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.

An important discussion point for the anti-racism committee has involved concerns about the committee being seen as a place to outsource the responsibility and labour of dismantling racist and otherwise oppressive structures which should also belong to our broader membership. We have been working to discuss how the committee can function to aid this work, rather than serving as a body onto whom this work is displaced.

We finalized our research report and sent it to an external anti-racism consultant (Bakau Consulting) for review and suggestions this month. We allocated \$1000 of our \$3000 budget to this consultancy. In order to compile the research report, we undertook extensive research into CATR's internal existing policies and practices, which we compiled in several folders of our shared Drive. Research areas included: governance, elections, scholarly award, funding opportunities, the conference, mentorship, possible collaborators, research into consultants, membership information, membership involvement.

What is Coming:

In the next phase, we will be engaging a number of “community advisors.” These will be CATR members/prospective members in theatre/performance fields who face structural barriers to participation in the field, including IBPOC folks. We want to hear directly from these folks about what they most need from CATR at this time. We will be asking them to review our report and recommendations to the board, after we have updated them using feedback from the consultant. We will pay each advisor \$100 for their time (for an estimated 3 hours of work) and expertise.

Within the next few months, we plan to have a finalized report with recommendations for the board regarding anti-racist change and actions that can be taken. We will then distribute this report to the general membership for feedback. Once this has been done, the committee will undertake to outline its ongoing mandate, with a focus toward executing the report’s recommendations.

Key Takeaways:

- We are always looking for more members, especially IBPOC people. Membership is flexible and we have a training process to get people up to speed. To join email signy.lynch@gmail.com
- We are currently recruiting advisors, CATR members or prospective members who face structural barriers, to review our work and recommendations, and will receive \$100 for approximately three hours of paid work. To recommend or self-nominate please email Signy Lynch (signy.lynch@gmail.com), and Heunjung Lee (heunjung@ualberta.ca). We have appended our letter to potential advisors as Appendix B for more information. Contact Signy and Heun for the French version.
- We are working as a committee to create a much more inclusive space for members within the organization, to undertake structural change. We hope some of this change will also encourage our various institutions to review their own processes and working methods.

APPENDIX A:

CATR Antiracism Committee

Guiding Principles and Working Methods

NOTE: This guiding principles list 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?
 - o 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
 - o 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: Letter to potential advisors

Dear X,

We are contacting you on behalf of the Canadian Association for Theatre Research's Anti-Racism and Anti-Oppression Committee. As part of our initiatives this academic year, we are looking for **advisory representatives** to give paid and anonymous feedback on a report we compiled about equity issues in the organizations. We are looking for advisory representatives who face structural barriers, have felt excluded or unwelcomed from academia, and/or have experienced oppression or discrimination in the Canadian academic institutions including CATR. They might occupy two or more of these positions below:

- Indigenous, Black, and/or people of colour; immigrants and refugees; D/deaf, mad, and disabled folks; grad students; contingent faculty; trans and non-binary folks; allophones (non-English or French native speakers).

It will require approximately 3 hours of paid time (\$100) in July 2021 to read over our committee report on equity issues in CATR and provide written feedback. We are looking to recruit about 10 advisors from diverse institutions across Canada as well as independent scholars for this project.

Our committee is an informal body composed of CATR members which was struck this past summer with the goal of implementing structural change within the organization. For the 2020-21 school year, we are operating under the following 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 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.

As a part of this mandate, we have compiled a report that reflects our audit of CATR, and in line with our goal to "seek active consultation from the membership" we are soliciting further help from members who may have experienced and/or are concerned about structural marginalization within both CATR and academia more broadly, hereafter known as 'advisors'.

TASK

We are asking our advisors:

- to review the report that identifies structural problems in CATR;
- to review suggestions and potential solutions we have compiled;
- to provide feedback on both documents (thoughts, feelings, suggestions, etc);
- to provide additional points that are missing from the report and recommendations.

We recognize that you may or may not have experience with organizational change or anti-racism/anti-oppression work, nor are we asking you to speak for/on behalf of any of the communities you belong to, but value your insight based on your lived experience in whatever form it takes.

PAYMENT

We anticipate this task will take approximately 3 hours of work, and can offer **\$100** in compensation. To enhance anonymity, the advisors will fill out the invoice template themselves and forward it to the CATR treasurer (Katrina Dunn). Katrina will pay the advisors via **e-transfer**.

ANONYMITY

We recognize the desire that many of you may have to provide this feedback anonymously.

- Committee members Heunjung Lee and Signy Lynch will be the only contact with the advisors, and the only people (outside the CATR treasurer and the finance auditor) who have the full list of participants.
- The personal information of the advisors will be only accessed by the treasurer and finance auditor, and the information that can identify advisors will not be recorded in any CATR reports.
- Advisors will provide feedback using *an incognito browser window* in Google Docs and it will keep your individual response anonymous (Heun and Signy will provide guidelines on how to use the incognito browser window).
- The feedback you provide will be used by committee members to make improvements to our report and recommendations, but will not be made public. The Google Doc with feedback will be deleted after it has served its purpose.

If you have any questions or concerns about this project please contact Heun (heunjung@ualberta.ca) and Signy (signy.lynch@gmail.com).

Thank you.

Conduct Committee Report

Prepared by Jill Carter and Kirsty Johnston

June 21, 2021

1. In conjunction with online CATR seminar series initiated by President Yana Meerzon last year, this coming October the Conduct Committee will host an online, synchronous Long Table entitled “Curating Safer Spaces & Devising Protocols That Welcome: New House-Rules in the Domain of Story” Here we invite CATR members to register in advance and join in a synchronous, virtual, facilitated and accessible “Dreaming Table” at which to consider questions around how the spaces in which we work might be rendered *safer* for Indigenous, Black and Racialized artists; for female-identifying artists; for Deaf/deaf, Disabled and Mad artists, for 2SLGBTQIA+ artists and for artists who have been made to feel unwelcome or unsafe in the academy, the sites of public performance and/or in the spaces of digital gathering and/or performance.

Adapted from Lois Weaver’s Long Table practice, this online salon opens up space to begin a process of curating accessible and welcoming spaces in which culture workers from all communities will be able to do their work without risk to their wellbeing.

All CATR members will be invited to participate in this session. Further registration details will be shared in September 2021.

2. With the support of CATR HSSFC representative Dr. Katrina Dunn, the committee has been researching other organizations' policies and protocols concerning when the association and/or its president ought or ought not to make public statements and how best to support the president and association in these decisions and efforts.
3. As usual, throughout the year the committee has consulted with the President as needed when issues have arisen from the membership. The committee again thanks for her valuable service Dr. Kazubowski-Houston who had to step down due to unforeseen circumstances in this challenging year. While both remaining committee members are slated to finish their terms after the AGM, both have agreed to stay on in the interim period as the membership and CATR Executive work through how best to secure replacements and organize succession in the future.

Report of Membership Coordinator

Dr. Selena Couture (she / her)

Membership Info

We have currently have 196 members listed in the Federation database

- 18 are lifetime / honorary members
- 63 identify themselves as students

Conference organizers have donated 108 dual memberships which gives us a total of 304 members (an all-time high).

Last year we added the option to add research keywords when creating or renewing a membership. Many members are choosing to do this (see bottom of report for word cloud of current list).

Membership numbers:

Year (conference site)	2021 (online)	2020 (online)	2019 (UBC-Congress)	2018 (Queen's)	2017 (Toronto)	2016 (U of Calgary)	2015 (U of Ottawa)
Members	196 + 108 donated memberships = 304	122 + 60 donated memberships = 182	205	243	243	239	200

Conference Support

For this year's joint CATR-SQET conference we have a designated membership and registration coordinator, Noémie Avidar. It is a great help to have someone tracking and following up the donated dual memberships– and I extend my appreciation to the organizers for this.

Indigenous Host Community Initiative - \$1575 donated

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, we make a collective, annual offering from the Association. Due to the exceptional circumstances of our 2021 Online Relay Conference this year, we will honor the spirit of this initiative by donating funds raised to the Association of [Ramaytush Ohlone](#). They are the original peoples of the San Francisco Peninsula that holds the Silicon Valley nexus that is driving much of our current online interaction and will be the platform of our conference.

So far \$1575 has been collected through the CATR membership portal.

Graduate Travel Subsidy donations going towards CATR Grants - \$1145 donated

Donations contributed here will go towards the **CATR Grants program**. Begun in 2020, the aim of the CATR Grants program is to diversify the Association's programming while extending its impact beyond the annual conference site and time. Awarded on an annual basis, these \$500 grants will be dispersed to

Report of the Elections Officer/Nominations Committee

Prepared by Matthew Jones and Michelle MacArthur

Nominations Committee

This year, the committee consisted of myself, Michelle MacArthur as chair, David Owen (returning) and Thea Fitz-James, who joined us as our newest member in January.

Ontario Rep

In January 2020, we held a search to fill a board vacancy created by Magdalena Kazubowski- Houston's unanticipated departure from her role as Ontario Rep. Giorelle Diokno, a PhD candidate at UofT, agreed to run for this position and as per CATR bylaws, a vote was held amongst board members. Giorelle's appointment received unanimous support; the CATR AGM marks the end of his tenure in this role, but we are pleased that he was re-elected to this role in our March election (see below). We thank Magda for all of her work on the board and Giorelle for hitting the ground running in the new role.

2021 Board Election

An election was held in March for several positions that were up for re-election in 2021: Atlantic Region Rep, Ontario Rep, Prairie Region Rep, BC Rep, Francophone Rep, and Graduate Student Rep (1). We received multiple nominations for most positions, and are pleased to welcome the successful candidates as incoming board members:

ATLANTIC REGION

Robin Whittaker

GRAD STUDENT (1)

Sarah Robbins

ONTARIO

Giorelle Diokno

FRANCOPHONE

Christine (cricri) Bellerose

PRAIRIE

Jessica Riley

BC REPRESENTATIVE

Eury Chang

We continued to use Election Runner, a platform we began using last year, and it works reasonably well.

Respectfully submitted,
Matt Jones
CATR Elections Officer

Other Business

Scholarly Awards Report

Prepared by Kimberly Richards and Keren Zaiontz

The 2021 Scholarly awards are being presented alongside keynote events for the 2021 CATR conference. Our appreciation to the many members of the CATR community who volunteered their time to serve on these committees. We request funds for honorarium to support Indigenous participation on the Patrick O'Neill committee, and a research assistant for the Godin committee.

This year, for the first time, the Richard Plant award focused on short form articles, blog posts, and other substantial pieces of written criticism. In 2022, we will return to long form articles/ book chapters.

For the first time, the 2021 Ann Saddlemeyer honoured a Canadian scholar writing about non-Canadian theatre or performance published in 2019 or 2020. We are in conversation with this year's committee and the CATR board regarding the new terms of the award, and we will continue to work to clarify this criteria for future awards committees.

We bumped back the deadline for the Heather McCallum Scholarship and Robert G. Lawrence Scholarship to July 31. Graduate students and emerging scholars are invited to apply. We are also continuing the CATR Grants program to provide assistance to initiatives that support the goals of the Association taking place outside of the context, theme and place of the annual conference. Application procedures have been circulated and are due July 31 to Emily Rollie.

Finally, we have been in conversation with the Board and members of the Anti-Racist Task Force about the conventions and structures relating to the awards committees and criteria for awards that may create barriers to diverse artists and scholars from being recognized for their contributions to theatre and performance research in Canada. These conversations are ongoing, and will inform additional revisions to the administration and criteria of all CATR awards.

CATR | ACRT Mentorship Program report:

By Christine cricri Bellerose (mentorship program's coordinator)

Summary of the activities undertaken since our last AGM:

1. Mentorship coordinator ex officio position approved – formally allowed to attend Board of Directors Meetings, without voting.
2. Creation of a CATR | ACRT mentorship email: Christine Bellerose catr.mentorship@gmail.com
3. Permission from the Board of Director / Director Yana Meerzon to recruit 2 mentorship volunteers.
4. Developing the mentorship program toward a mutual aid and wellness culture among artist-research scholars – peer-to-peer, enlarging the vertical emerging-to-established scholars traditional mentoring relationship.
5. Developing the mentorship program structure so as to be ready to release the ex officio position toward an elected position in 2025.
6. Reaching outside of CATR | ACRT to locate mentors for under-represented emerging scholars (presently, with SQET initiative enforcing French speaking facilitation, and through facilitating Closed Caption on all virtual platforms, including Discord app)
7. Mentorship initiative co-joined between CATR | ACRT and SQET under the leadership of Christine cricri Bellerose (CATR| ACRT) and Claudia Blouin (SQET) for the duration of the 2021 conference: including 2 pre-conference orientation meetings and 1 pre-report meeting to prepare for the closing remark at the conference Friday July 9 @ 18:00 – 19:00 EST (French / English, will be revised very soon by Neil Silcox)

RECRUITMENT OF PARTICIPANTS

Ten participants were recruited across Canadian universities, representing pan-Canada, young and incoming students mixed with experienced and returning students from undergrad (20yrs old) to PhD (63yrs old), and are bilingual French and English. Discord app also allows for Closed Caption, a feature that is inclusive for our disabled participants. Sessions are conducted via bilingual fluidity. Networking among one another, and between conference panelists and the mentoring pod has already proven rich. The mentoring initiative will continue immediately post-conference with a roundtable among the participants, and the writing of a bilingual article with bios of all participants 'oral history' style.

HOW THE INITIATIVE BEGAN

The mentoring initiative was proposed by CATR | ACRT Director Yana Meerzon together with SQET Director Nicole Nolette, to CATR | ACRT Mentorship Coordinator Christine cricri Bellerose of YorkU. Claudia Blouin of l'Université Laval joined as the SQET representative to the project. Cricri and Claudia announced to Yana and Nicole June 18 (prior to the SQET AGM) the plan to publish their experience, and the proposition was gladly received by both CATR | ACRT and SQET directors. This year is a trial year for the project. Both Cricri and Claudia wish to repeat the experience. This year's participants are dynamic, engaged, and very happy with the group's experience (4 more full days to go!):

CATR/ACRT/SQET Mentorship Program participants:

Ana Clara B. Lima, (BFA Acting) University of Ottawa

Cali Sproule, (BA) University of Manitoba and (MFA) University of Calgary

Noah Marcus, MA in Theatre, University of Ottawa

Aisling Murphy, (BA) University of Ottawa and (MA) University of Toronto

Jenn Boulay, (BA) University of Toronto

Natasha Visosky, MA in Theatre Studies, University of Guelph

Corey John Scott, Ph.D. student, University of New Brunswick

Jade Gagnon, MA student, Laval University

Rémi Labrecque, Ph.D. student, University of Sherbrooke

8. In 2022, the call for participants will be more formal and announced timely. This year, the participants were recruited by word of mouth, through social media, by way of CATR | ACRT and SQET email communication channels respectively, as well as through the regional and at-large representatives.

Provide a look forward on what is coming that has been approved by the board at this point:

- Re: mentorship initiative during the conference 2021, see above.
- Re: annual mentorship program: Permission from the Board of Director / Director Yana Meerzon to recruit 2 mentorship volunteers: one volunteer came forward following the call for mentoring participants: Natasha Visoski, in Theatre Studies MA at the University of Guelph. Natasha is currently a participant of the mentorship initiative during the conference 2021. Talks between cricri and Natasha prior to the conference 2021 are developing. More information, and endorsement, coming in time.
- Re: future project: continuing in the mandate of mutual aid and wellness culture, the mentorship program is developing a storytelling as experiential learning sharing session program to run throughout the year, with the assistance of Andy (Andrew) Houston of U of Waterloo. Our first guest's story is on the experience of academic interviews: "The Good, the Bad, and the Ugly" by Art Babayants (project in development).