

**CORPS de Ballet International, Inc.**  
**Pre-Conference Seminar**  
**July 7-8, 2019**  
**Residence Inn by Marriott**  
**Tallahassee, Florida**

***CORYPHÉE: Leading for Equity, Diversity and Inclusion in the Arts***

**DESCRIPTION**

*This 1.5-day session will invite participants to gain knowledge, engage in dialogue and build skills to recognize and respond to the historic and contemporary systems of exclusion and inequity that shape our societal structures, our organizations and our individual lived experiences in the US. We will use film, small group dialogue, presentations, and group activities to build knowledge and the tools of analysis to assess how the norms, policies, practices and assumptions of our art forms challenge or uphold systemic inequity and exclusion.*

**OBJECTIVES**

- Build the framework and capacity for learning through dialogue;
- Examine social identities through the lens of diversity, inclusion and equity;
- Understand how historical and contemporary manifestations of power and privilege intersect with social identities to uphold structural and institutional inequity in US society;
- Examine how we learn implicit bias, internalized superiority and internalized inferiority; identify ways to recognize and unlearn implicit biases;
- Examine the role of ally in social and organizational change;
- Identify the myths and forms of resistance in this work;
- Examine how inequity shows up in our arts organizations;
- Assess the practices and norms of ballet and other art forms to identify those that support equity and inclusion and those that perpetuate inequity and exclusion and recommend changes.

**SUNDAY, JULY 7**

**5:30-8:30 PM**

5:30-6:30 PM

**WELCOME/GROUNDING OUR WORK IN DIALOGUE**

6:30-7:30

**THE POWER OF YOUR STORY: I AM FROM INTRODUCTORY PROCESS**

7:30-8:15

**THE POWER OF OUR STORIES: DINNER AND A TED TALK**

8:15-8:30

**REFLECTIONS AND HOPES**

8:30 PM

**ADJOURNMENT**

**MONDAY, JULY 8  
8:30 AM – 4:30 PM**

8:30-9:00 AM	<b>WELCOME AND OPENING REFLECTIONS</b>
9:00-10:15	<b>BREAKING IT DOWN: SOCIAL IDENTITIES, POWER, PRIVILEGE, OPPRESSION AND SYSTEMIC INEQUITY PAST AND PRESENT</b>
10:30-11:45	<b>SEEING THE WATER WE SWIM...AND CREATE ART... IN: BIAS, PRIVILEGE, SUPERIORITY, AND INFERIORITY IN RACIALIZED SOCIAL SYSTEMS</b>
12:00-12:45 PM	<b>WORKING LUNCH: MOVING FROM PRIVILEGE TO ALLYSHIP</b>
1:00-2:00	<b>FACING RESISTANCE</b> <ul style="list-style-type: none"><li>• The Myths of Diversity, Inclusion and Equity Work</li><li>• Strategies to Retain the Benefits of Privilege</li><li>• Unlearning Implicit Bias</li></ul>
2:00-3:00	<b>HOLDING UP THE MIRROR PART I: HOW DO OUR ART FORMS HOLD INEQUITY IN PLACE?</b>
3:00-4:00	<b>HOLDING UP THE MIRROR PART TWO: ANALYZING OUR POLICIES, PRACTICES, ASSUMPTIONS AND NORMS</b>
4:00-4:15	<b>SO WHAT, NOW WHAT? WHERE DO WE TAKE THIS LEARNING?</b>
4:15-4:30	<b>NEXT STEPS AND GRATITUDE</b>
4:30 PM	<b>ADJOURNMENT</b>