

Summary of findings

| Theme: | Description: | Key Takeaways: |
|-------------------------------|---|---|
| 1. Knowledge Gained | <p>Participants gained new knowledge about diversity, equity and inclusion (EDI) topics, especially around definitions of key concepts and increased self-awareness.</p> <p>Sample reply: <i>"I gained new perspectives and also was able to differentiate between equality, equity and diversity which I struggled with before."</i></p> | <ul style="list-style-type: none"> • Workshops effectively built knowledge around EDI topics and concepts. • Created opportunities for self-reflection on identity and positionality. |
| 2. Comfort Sharing | <p>Most participants reported feeling comfortable sharing their backgrounds and experiences during the workshops.</p> <p>Sample replies: <i>"I felt comfortable sharing my experiences and background during the workshop."</i> <i>"Not sure, I don't really know my intersectionality."</i></p> | <ul style="list-style-type: none"> • Workshops fostered openness to share personal experiences. • Provided welcoming atmosphere for intercultural exchange. |
| 3. Awareness of Inequities | <p>Many participants became more aware of discrimination, bias and equity issues in the art world, especially related to gender, race and culture.</p> <p>Sample replies: <i>"Yes I am more aware. People from a different race are looked down upon and not accepted or configured their art is not art while it is their traditional way of doing art."</i> <i>"Yes, mostly women's right."</i></p> | <ul style="list-style-type: none"> • Enhanced recognition of systemic barriers and representation gaps. • Need for continued advocacy around equity in arts. |
| 4. Preparedness for Inclusion | <p>Most felt better equipped relating to diverse perspectives and creating inclusive classrooms after the workshops</p> <p>Sample replies: <i>"Yes, treating people equally not matter who they are."</i> <i>"I'll speak up more and make more points."</i></p> | <ul style="list-style-type: none"> • Built skills for cross-cultural communication and mutual understanding. • Need to foster inclusive spaces that embrace diversity. |