

— DIVERSITY AND INCLUSION

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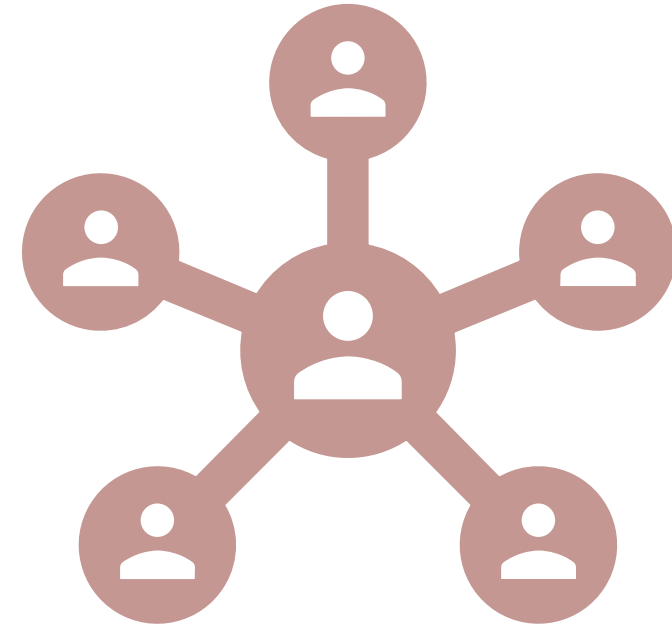




- A good way to reflect on what culture is to ask questions such as: What ethnicity do I belong? What language do I speak? What my authentic cultural attire? What festivals, rituals, and rites do I observe? What my religion? This is what culture is all about. With culture comes diversity.

- Since culture gives meaning to a people, cultural diversity must be respected as a vital component of any society. culture It a living, moving force which is transmitted from generation to generation. Individuals and communities are the conduit or vehicle through which culture moves across the spectrum of time. The human mind is the agent of the transmission.

- Art and performances could come from a specific cultural standpoint. However, there is a saying that art has a universal appeal. A specific performative art could be appreciated irrespective of its cultural origin. This is why diversity is important in art.



So, in a multi-religious, multi-cultural, multi-linguistic and multi-racial society, diversity is a necessity. It is the bedrock thought which a group of people could express who they are in a unique way.

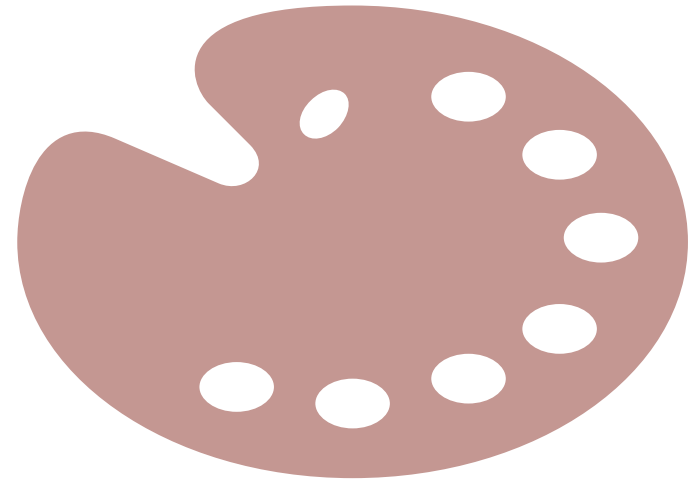
Ways to Promote Cultural Diversity in Art and Performances

- **Developing Cultural Competency**
- Cultural competency is that ability of an individual to be culturally informed, to understand, value and respect beliefs and attitude different from theirs. True cultural diversity in art and performances cannot be possible without positive attitude towards cultural competency.



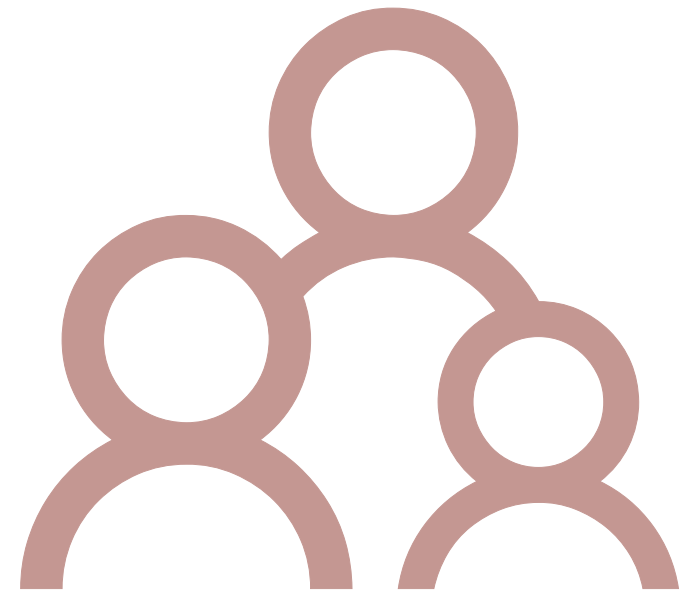
- Respecting

- Respecting differences of both the cultural and the artistic worldviews of all groups within a society by creating spaces and equal opportunities for self-expression.



- Acknowledging

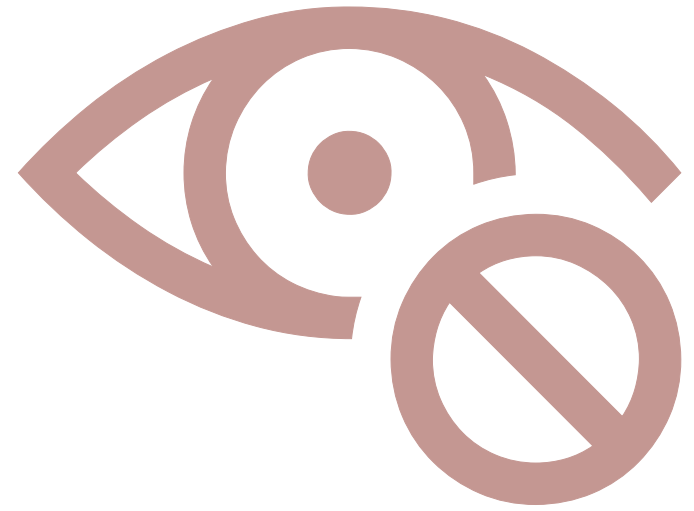
- Acknowledging and validating each cultural mode of self-expressions especially in arts and performances. No two cultures are identical, and each culture has a unique way of being. Recognizing the rich diversity of art and culture within a given society.



- Creating

- Creating a paradigm shift from looking at art as a means of entertainment to using art as a means of human unification.

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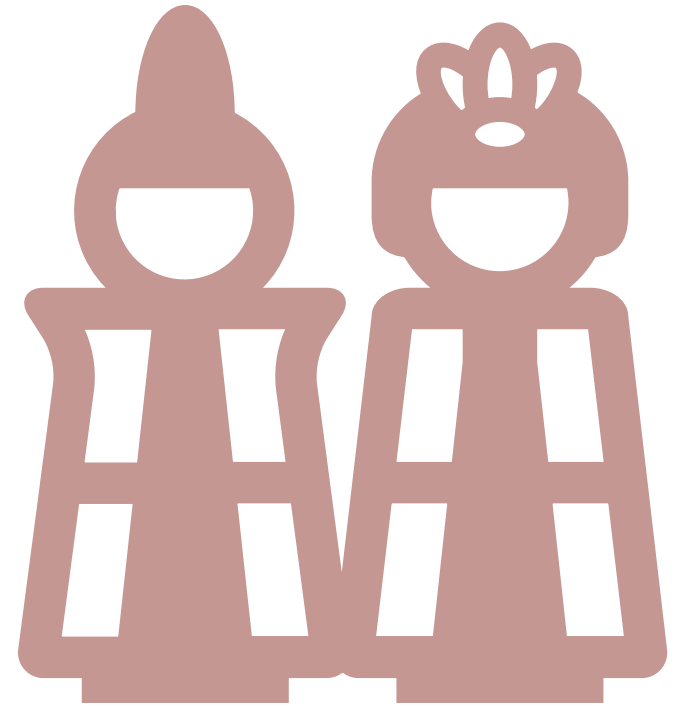
- Coordinating

-Coordinating community-based performance projects to explore identity through art.



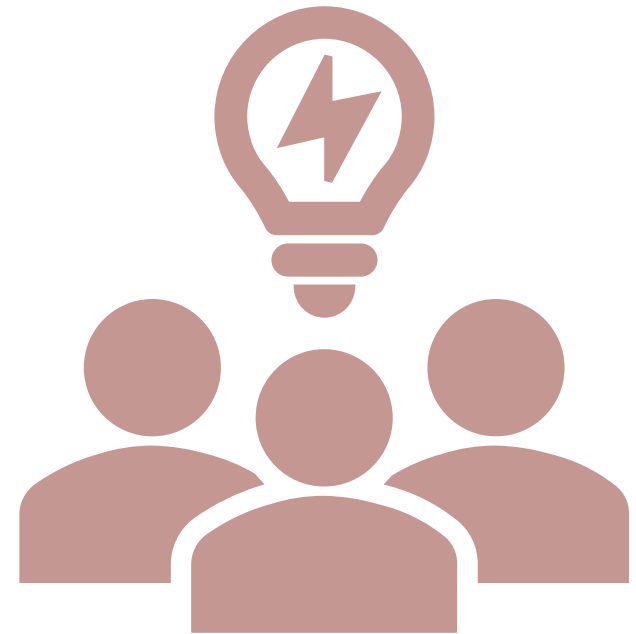
- Valuing

- Making efforts to value what each culture has to offer in terms of art performance.



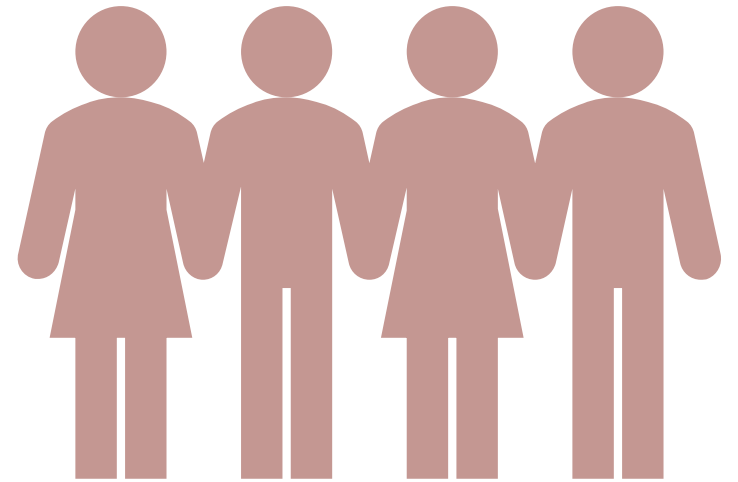
- Encouraging

- Encouraging different cultural groups to participate and share their uniqueness art expresses within the larger group. Encouraging shared experiences through art-informed community missions or projects geared towards a common purpose.



- Empowerment

- Building network of culturally competent people to identify and eliminate barriers to community participations.



- Celebrating

- Recognizing and celebrating differences. It is not enough to tolerate. True diversity recognizes and celebrates differences, not just accommodate, and tolerate them.



- Advocating

- Advocating for policies and programs that explores indigenous arts and performances at the global level. Using art as a vital force of human unification. Fostering community-based art project as a means of tapping into diversities in human self-expression.



- Connecting

- Art should serve as a nexus to connect and establish strong networking within the diverse groups within a given local community.

