

Dear Sze-Yang Ade-Lam,

April 30, 2018

The staff and Board of Directors of the Toronto Alliance for the Performing Arts (TAPA) are deeply sorry for not acknowledging your contributions by name when announcing changes to the performance categories of the *Dora Mavor Moore Awards*.

We take full responsibility for the inexcusable omission of the contributions that you, Sze-Yang, made during the 2017-18 review of the *Dora Mavor Moore Awards* (DMMA). Your involvement helped begin the vital conversations that resulted in the changes we announced to the performance award categories. The Board values your voice, and we realize that the lack of acknowledgment of your participation and how we stewarded you after the first panel discussion and in the lead up to the announcement was unacceptable. We value the work and presence of all non-binary QTBIPOC people and profoundly regret this omission.

Over the course of several years, we have been listening to stakeholders in the QTBIPOC community and we have engaged in numerous consultations with QTBIPOC artists with a goal of creating a more equitable award process. We believe the changes to the DMMA will support all queer/trans/non-binary artists.

Change has many challenges, and in navigating transformation, we aren't always going to get it right. We are new to taking part in this discussion, and in our enthusiasm to be allies we forgot the most important part: the simple and straightforward acknowledgment of the people we want to serve.

TAPA will work with stakeholders of the QTBIPOC community to offer anti-bias training for volunteer Dora jurors on issues of equity, diversity and gender-inclusivity. The members of the Board are committed to participating in this training, and we will offer multiple opportunities for the TAPA membership at large to also participate in these workshops. TAPA will continue to practice strategic casting of volunteer Dora Jurors, aiming for balance of gender, gender identity, sexuality, age, artistic discipline/background/experience and ethnicity.

Thank you for your hard work and the valuable contribution you have made to the DMMA review process. Once again, we are deeply sorry for the absence, and lack of acknowledgment and recognition of you in our announcement last week. We hope that you will accept our heartfelt apology so that we can use this opportunity to move forward with an equitable working relationship that includes the voices, experiences, and incredible work being created by QTBIPOC every day.

Respectfully on behalf of the TAPA and PAIS Board of Directors,



Régine Cadet  
TAPA Board President



Chris Goddard  
PAIS Board President

**TAPA**

401 Richmond St. W.  
Suite 350  
Toronto, ON M5V 3A8  
tel. 416.536.6468  
fax. 416.536.3463  
tapa.ca

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