

Welcome Guide

Together There Residency

November 2022

Plain language version

Text only, optimized for printing

ArtsPond / Étang d'Arts

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Dear visionaries

Welcome! Bienvenue ! Boozhoo! Tunngasugit!

We are delighted to welcome you to Together There.

You are joining a wonderful group of eight people. We hope you enjoy learning from each other during the residency.

In this document, you will find details on what is happening and how to prepare for the residency. Take your time with all of the information in this guide. We will support you at every step along the way.

We cannot wait for what comes next!

Together There Residency Team

Jessa, Sania, Shay, Danielle, Emkay, Veronique, Brent, Kelsie, Rachel, Shaina & Guests

Acknowledgements

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This Welcome Guide is a "living document" that will evolve over time with new information based on what we learn together. The original version of this guide was written by Together There's Founder (Jessa Agilo) and Knowledge Lead (Sania Khan), with valued contributions from our four Working Leads (Kelsie Acton, Shaina Agbayani, Gordon Brent Brochu-Ingram, Rachel Marks). This plain language version of the original guide was translated by Kelsie Acton.

While our team resides in communities from across Turtle Island, we would like to acknowledge that ArtsPond's home base is located in T'karon:to (Toronto), the traditional territories of the Huron-Wendat, Haudenosaunee, and Mississaugas of the Credit. These nations are part of the Dish with One Spoon Territory, an agreement between the Anishinaabeg, Haudenosaunee, and allied nations that bound them to peacefully share and care for the resources around the Great Lakes.

Through our commitments to Indigenous reconciliation, we are mindful of broken covenants and strive to make this right with the land and with each other. As arts and culture workers, we are participants in an industry that has actively erased, dehumanized, and displaced Indigenous peoples and stories and Canada. Part of working towards the complex concept of decolonization means being accountable to the relationships that we all have with one another.

This includes ensuring the work of access and decolonization remain in deep relationship. We hope everyone participating in this residency recognizes the interconnected ways colonization has impacted many equity-seeking groups (such as Racialized, Outside the core, and Deaf and disabled communities), and that access is an act of resistance.

What should I expect?

Explore, learn, and share

Together There Residency is open to your needs. There are many opportunities to explore, learn, and share with other participants. This page shares some of the experiences we think you might have in the residency and how we hope you'll engage with the residency.

Currently, you may be feeling hopeful about the potential of digital technologies to help bring and keep communities together. You may also be feeling confused or scared about the ways digital tools have hurt your career or made things more difficult for your community.

During the residency, we encourage you to remain open to all of your feelings and experiences. We also encourage you to be open to the feelings and experiences shared by others. There is much to learn by doing so.

We hope the residency will help you understand the ways digital technologies have impacted your life and community. We hope you will be able to identify ideas to help make our digital tools and communities more accessible and caring in the future. After the residency, we hope you will be able to share what you learn with others. This might involve making new creative work inspired by the residency. It might also involve bringing other people together to discuss what you learned during the residency.

You may experience some challenges during the residency. This might include difficulties understanding terms or ideas you are not familiar with. It might also include finding ways to communicate what you think in ways that other people can relate to. Our care team will be there to support you.

We also invite you to try and help others in the residency by sharing your knowledge and experiences with them. Our small and committed team includes creators, educators, managers, and more in arts and culture. We live in small and big cities in Western and Eastern Canada. Some of us are 2SLGBTQIA+, Indigenous, Black and other people of colour, D/deaf, disabled, and more. In other words, we are just like you.

We have spent the past six months planning this residency. At any time, we invite you to share ways to help make the residency a more positive experience for you. We are here for you at every step of the way.

It is time to get started!

What we expect from you

Show up

We expect you to:

- Take part in each stage of the residency
- Do the required practices
- Review and think about the resources and knowledge shared by others
- Read and answer emails
- Take part in meetings

Think carefully about how other people participating the residency will be affected if the amount of time and energy you are giving to the residency changes. It is not just about showing up when it is most convenient. If it is important to you, you will make the time and space to be present even when it may feel hard to do so. That being said, we also want you to listen to your body and we know health and well-being can change. We only ask that you let us know when things change for you and when you are unable to show up in the ways we expect. Our care team will be there to support wherever you are at during the residency.

Be curious

The more you are curious about your and others' digital lives, needs and experiences, the more you will get from the residency.

Care for each other

While this residency is designed to support your own life and work, we think a lot of your growth will come from working with the other residency participants.

We do not want you to simply take learnings and insights from the residency. We expect you to approach the residency with generosity and reciprocity in your heart. This will lead to productive conversations and care that are of value to all the participants.

Be open to different points of view

We have all developed unique ways of being in the world over the course of our entire lives. Many of us hold strong opinions, beliefs, dreams, and convictions that have helped us grow to where we are today.

We are not asking you to give up any of your core values or to open yourself up to abuse from others. We expect you to have deep respect and care for each other . However, many of those who applied to the residency appear to be reaching for another way of being in

our digital age that is hard to define. We are trying to imagine a better digital future. We do not know what that is yet. Together, we believe we can all create the better futures we need if we remain open to points of view that are different from our own.

What you can expect from us

We teach lightly

We are not here to tell you how things are or to teach. We do not have all the answers. We are here to help you find your answers. We want to help you engage as deeply as possible with the residency and your project.

We will help you figure out what you need to do or learn next when things are not clear. We want to connect you to the history of how some people have been harmed by digital economies and spaces so we can create a better future. We want the future you imagine to be a good one for many future generations. As co-explorers, we seek to stand by your side and gently help you explore new ideas.

We are here to make a difference

We know many of you are caring for your communities and making a difference. We want to help you make positive change. We aim to make a difference by supporting people like yourselves who are leading meaningful change in the world.

We are committed to intersectionality

None of us are just one thing. We all have many different experiences that make up who we are. We are all connected to our past and have something to give to the future.

None of the problems we want to solve affect just one group of people. We ask you to keep that in mind during this residency. We will support you to explore, examine, experiment, influence, and intervene beyond your own experience.

We care with heart and soul

We want to meet you where you are and encourage you to grow. This means sometimes you might feel supported and sometimes you might feel challenged. We will try our best to support and care for you during the residency. Sometimes we might get the balance of support and challenge wrong.

The steps ahead

This residency has four stages. All activities take place between Nov 21, 2022, and Mar 10, 2023. The four stages are:

1: Seeding (Nov 21 – Jan 8)

Who are we? What brings us together?

2: Growing (Jan 9 – Feb 5)

What do we want? What can we change?

3: Harvesting (Feb 6 – Mar 10)

How can others change? What comes next?

4: Hiving (Post residency)

How do we join together, here *and* there
(i.e., a positive today *and* tomorrow)?

Below you will find a guide to what is planned for Stage 1.
More details on the stages to follow will be available soon.

Stage 1: Schedule overview

Dates and times	Description
<p>Nov 14 to 25, 2022</p>	<p>Pre-residency planning and intake meetings</p> <p>Members of our knowledge and care teams would like to meet with you for one or two one-hour sessions online before the first all-team meeting on Nov 28, 2022. These meetings are to:</p> <ul style="list-style-type: none"> • Discuss your access needs to be able to fully engage in the residency and make sure they are met • Explore your goals for the residency more deeply and begin to make a journey map for your residency. A journey map is a plan for what you will do in the residency. You might change your journey map in the first six weeks of the residency, but we would like you to get started as soon as possible • Review your residency contract and payment details. We will also share some of the digital tools we will use for collaboration. <p>You will receive an email shortly with more information. In meantime, please review the following resources and fill out the forms as soon as possible.</p> <p><i>Resources</i></p> <ul style="list-style-type: none"> • Intake meeting agendas • Schedule availability form • Download journey maps (maps 1 and 2 only) • Contract and direct deposit form
<p>Nov 14 to Dec 2, 2022</p>	<p>Self-directed reflection and knowledge seeking</p> <p>We invite you to begin your self-directed reflection and knowledge seeking around digital justice issues with something we call <i>meandering</i>.</p> <p>We will have lots of big theoretical conversations over the next few months. Meandering is meant to connect you with your body. You need not necessarily do anything with what you experience while meandering. It is meant to provide food for your spirit and instincts.</p> <p><i>Resources</i></p> <ul style="list-style-type: none"> • Meandering (in this document)

Dates and times	Description <i>Note: You will also receive calendar invitations for all events via email</i>
Monday, Nov 28, 2022 1 to 3 pm Eastern	<p>All-team meeting #1: Who are we? (required)</p> <p>Meet your fellow residents and members of the hosting team. We will learn more about each other and brainstorm ways we can feel good, work together, and take care of ourselves and each other to make sure the residency is a positive experience for everyone.</p> <p><i>Resources</i></p> <ul style="list-style-type: none"> • Agenda (PDF) • Zoom meeting Meeting ID: 827 6216 6502 Passcode: 013970 • Care and conflict: Guiding principles for self and collective reflection (PDF)
Friday, Dec 2, 2022 1 to 2:30 pm Eastern	<p>Creative lab #1 (required)</p> <p>Learn more about your fellow residents at our storytelling mixer. Also learn more about some of the digital tools we will be using to work with one another during the residency.</p> <p><i>Resources</i></p> <ul style="list-style-type: none"> • Agenda (PDF) • Zoom meeting Meeting ID: 834 5647 8649 Passcode: 969131
Dec 5 to 16, 2022	<p>One-on-one support and mentorship</p> <p>Once you have met our knowledge and care teams, we would like to check-in weekly with you until the end of the residency for ongoing support. These sessions will be 30 to 60 minutes long. You will meet with one of four residency Working Leads who will be a knowledge and care resource for your residency. Other people might come as needed. The Working Lead that has been assigned to you will reach out by email to schedule these meetings at a time that is most convenient for you.</p> <p><i>Resources</i></p> <ul style="list-style-type: none"> • Contacts (in this document) • Schedule availability form (Microsoft online form)

Dates and times	Description <i>Note: You will also receive calendar invitations for all events via email</i>
Dec 5 to 16, 2022	<p>Self-directed reflection and exploration</p> <p>What are your hopes for the residency? What are you hoping to complete? What topics will your personal project on digital justice focus on? You will have until early January 2023 to develop your ideas. Below are journey maps to help with your planning. We hope you will know what topics you want to focus on and have a plan for your project before the December break. You can decide how you will explore those topics in the new year. Maybe you want to make a fifth journey map about the kinds of impact do you imagine having after the residency is over? What are you reaching for? Make your own map over the course of the residency.</p> <p><i>Resources</i></p> <ul style="list-style-type: none"> • Download journey maps (maps 3 to 5)
Monday, Dec 5, 2022 1 to 2:30 pm Eastern	<p>Creative lab #2 (recommended)</p> <p>Learn and explore how digital justice issues relate to two priority groups in arts and culture: D/deaf and disabled, and Indigenous communities.</p> <p><i>Resources</i></p> <ul style="list-style-type: none"> • Agenda (TBA) • Zoom meeting Meeting ID: 816 2366 0888 Passcode: 384866
Monday, Dec 12, 2022 1 to 3 pm Eastern	<p>All-team meeting #2: What brings us together? (required)</p> <p>Our last session before the holidays includes check-ins on our ideas about how to feel good, work together, and take care of each other that were originally defined in the first all-team meeting. This is followed by two brainstorms that will explore the digital as a space of pain or harm, and digital as a space of help or care.</p> <p><i>Resources</i></p> <ul style="list-style-type: none"> • Agenda (PDF) • Zoom meeting Meeting ID: 899 9690 1343 Passcode: 025062

Dates and times	Description <i>Note: You will also receive calendar invitations for all events via email</i>
Dec 13, 2022 to Jan 8, 2023	<p>Self-directed reflection and exploration</p> <p>What are your hopes for the residency? What are you looking to complete? What topics and mediums will your personal project on digital justice focus on? What do you want your impact to be after the residency is over? The harvesting, shaping, and impacting journey maps may help with your planning. A fifth journey map of your very own imagination could be called “impacting”. What kinds of impact do you imagine having after the residency is over? What are you reaching for? Make your own map over the course of the residency.</p> <p><i>Resources</i></p> <ul style="list-style-type: none"> • Download journey maps (maps 3 to 5)

Stage 2+

Please hold the following dates for all-team meetings and creative labs in Stages 2 and 3. More details will be shared with you soon.

Note: You will also receive calendar invitations for all events via email.

All-team meetings

- **Session 3: What do we want?**

Monday, January 16, 2023 | 1 to 3 pm Eastern | [Zoom meeting](#) / Meeting ID: 891 2405 7282 / Passcode: 787462

What might a just and fair digital world look like to you? Some brainstorming with your fellow residents.

- **Session 4: What can we change?**

Monday, January 30, 2023 | 1 to 3 pm Eastern | [Zoom meeting](#) / Meeting ID: 880 6938 2702 / Passcode: 798981

How can we support positive digital justice movements inside and/or outside arts and culture?

- **Session 5: What can others change?**

Monday, February 13, 2023 | 1 to 3 pm Eastern | [Zoom meeting](#) / Meeting ID: 862 8553 6863 / Passcode: 635501

What can others do to help digital justice inside and/or outside arts and culture?

- **Session 6: What comes next?**

Monday, February 27, 2023 | 1 to 3 pm Eastern | [Zoom meeting](#) / Meeting ID: 884 1134 3539 / Passcode: 192699

What have we learned? What should happen next?

Creative labs

- **Session 3: Topic TBA**

Monday, January 23, 2023 | 1 to 2:30 pm Eastern | [Zoom meeting](#) / Meeting ID: 884 1134 3539 / Passcode: 192699

- **Session 4: Topic TBA**

Monday, February 6, 2023 | 1 to 2:30 pm Eastern | [Zoom meeting](#) / Meeting ID: 830 8431 4006 / Passcode: 069073

- **Session 5: Final presentations #1**

Monday, March 6, 2023 | 1 to 3 pm Eastern | [Zoom meeting](#) / Meeting ID: 884 1134 3539 / Passcode: 192699

Four residents will have 25 minutes each to share what they have created or learned as a part of the residency and other residents will give feedback.

- **Session 6: Final presentations #2**

Date TBA depending on resident availability

Four residents will have 25 minutes each to share what they have created or learned as a part of the residency and other residents will give feedback.

Tuesday, March 7, 2023 | 1 to 3 pm Eastern | [Zoom meeting](#) / Meeting ID: 843 6456 7469 / Passcode: 350359

Alternate dates:

Wednesday, March 8, 2023 | 1 to 3 pm Eastern

Thursday, March 9, 2023 | 1 to 3 pm Eastern

Friday, March 10, 2023 | 1 to 3 pm Eastern

Seeding your wisdom

What kind of journey are we embarking on?

Essentially, this residency seeks to seed a peculiar kind of **wisdom tree, hive, or garden** that will help guide and sustain your journey toward a more just and caring digital future.

Where will this wisdom come from? To be honest, we are not at all sure. In this section, we share some practices, prompts, and provocations that we hope will inspire you. What may be inspiring for one may not be for another. Try exploring what intrigues you. There is no need to try them all. You can also do your own thing if nothing feels quite right to you. Below, we have arranged these practices into what we like to think of as the three seedlings of the wisdom tree: [knowledge seeking](#), [knowledge sensemaking](#), and [knowledge stewarding](#).

Overview: Wisdom seedlings

Seedlings	Practices	Description of practices
Knowledge seeking <i>Practices to explore your personal thoughts and feelings related to digital and to document your journey</i>	Meandering <i>Explore nature and your fullest, embodied self</i>	Threshold meander Have a walk outside
		Reflection foray Write in your journal
		General practices Declutter your space, move your body, record your dreams, examine your day-to-day life
	Mapping <i>Explore personal plans in connection to others</i>	Preparing Thinking before the residency starts
		Committing Residency responsibilities, needs, and what you will need to do
		Harvesting What do you want to learn during the residency
		Shaping Personal project plan outline
Impacting Post-residency dreams and plans		
Knowledge sensemaking <i>Perspectives to make sense of your insights related to digital</i>	Harming Consider the harmful sides of digital	
	Hindering Consider the annoying sides of digital	
	Hacking Consider the ways to resist the negative effects of digital	
	Helping Consider the helpful sides of digital	
Knowledge stewarding <i>Principles to give and receive wisdom with humility and respect</i>	Practices to come at a later date	Practices to come at a later date

Knowledge seeking

As it grows, two branches of the knowledge seeking tree are [meandering](#) and [mapping](#). We invite you to begin your residency journey with meandering. However, we encourage you to cultivate both meandering and mapping throughout the residency.

Meandering

In the knowledge seeking tree, **meandering** is the branch that is about connecting with your body. Meandering also means you do not have a goal. When you meander, you are connecting with your unconscious, with ways the dull and ordinary are kind to you, and with nature and chance. This is a chance to connect with your instinct, your gut feelings.

You might share what you find with others. But meandering is a space that is just for you. You do not need to do anything with what you discover when you meander. Rather, try to clear your mind and listen to the ways your body and the world around you are inviting you to journey. Maybe you will end up where you never knew you needed to be. Just experience what comes to you. Do not try to make meaning. Witness. Observe. Listen. Feel.

To start your residency, you can do any of the following activities in the real, natural, or virtual world. The options are:

- a [threshold meander](#)
- a [reflection foray](#)
- other [general practices](#).

Choose one as a place to start. Invite others in when you are ready.

Threshold meander

This **threshold meander** has been inspired by Wolf Willow's practice of a *Threshold Wander*, a part of their annual [Positive Deviants](#) fellowship. Here is what we suggest:

- **Find yourself in a safe and wildish outdoor place**

Ideally, this is a place in nature that has some privacy, yet also feels safe and comfortable enough to relax and let go. Maybe this is a place that you want will to come back to during and after the residency in order to think and connect with other people. This place is probably significant to local Indigenous people. Maybe you want to think about that history and connections during your residency. Maybe you will feel that history and connections. This place might be a patch of forest, lake, field, or a river trail near your village. For those in the big city, it might be a far corner in a neighborhood park.

Please be safe. Maybe you could let another person know before you go where you are heading and how long you plan to be out. Maybe you'll want to wear warm clothing, bring a cell phone, pack a journal to write in, some nourishing snacks and a canister of hot tea. Please bring whatever you need to be safe and healthy in the outdoors. Maybe you want to meet a friend or family member directly after the meander so that your loved ones know you are safe. If you need help to meander, please ask someone to join you.

- **Meander away**

Begin to move on the land. Your movement can be gentle and slow. Like a dance, follow your instinct to move to the left, right, to pause, or to move on. Observe the world around you. Feel the wind catch that spot behind your left ear. Look for the things around you might not ordinarily notice. Just as you would follow a family of deer in the woods, you might similarly follow any images, dreams, or memories that come to you.

- **Meander until a threshold appears**

A threshold can be in your or in the world. A threshold can be a feeling that you have reached a crossroads of some kind. A threshold could be something you find as you wander or something you notice in the world.

When you find your threshold, it is a symbol of two things. To cross the threshold means:

- You are marking the beginning of your journey as a resident of Together There
- You are promising yourself to be in this same world *differently*.

Before crossing, maybe you want to imagine a different world or other people on the other side of the threshold. Before you cross, speak aloud your wants, hopes and fears, for the residency and what follows.

- **Cross the threshold when ready**

Take your time! Crossing this threshold is a big deal. Your ancestors are with you. The eyes and ears of the land will witness your promises. Have you been honest about what you want? How do you want to cross the threshold? How will you mark this new beginning? Or is crossing the threshold an ending? Will you crawl or jump? Sing out or walk over in silence? Be open to the surprise of how your heart or body may choose to cross.

- **Look around and be present on – *and with* – the other side**

Now that you have arrived “over there”, what do you see or imagine? Spend some time in this new place. Listen to your whole body. What is it telling you? Who or what is with you; if anyone, or anything? Take a little time to journal on paper or in your imagination what is on the other side of the threshold. If there is nothing there, or you feel nothing is moving, then journal about nothing! Whatever you do, do not cross back over the threshold. Your journey has begun. Welcome, traveler!

Reflection foray

With a **reflection foray**, we invite you to journal. Maybe you journal already, and you want to do it more. Maybe you want to begin journaling. Here are some potential questions to think about:

- What are your feelings as you prepare for the residency? What hopes and expectations are coming up? What are your fears and concerns? Be honest!
- What parts of your life or work are ending? Be as specific as you can.
- What changes are you going through, and how do you feel about these shifts?
- What within in you is getting ready to be born? Go with your gut if you do not know! Think creatively, spiritually, or beyond.
- What do you seek or long for? What parts of yourself are you fighting with? Think about specific parts or more broadly.
- What do you most deeply know? What do not you know? What might you almost know?
- What are your favourite practices or places for deepening connections to self and the world around you?
- Where may you incorporate more playfulness and curiosity into your life?
- What helps you feel more seen and cared for inside and outside your chosen communities?
- Are you prepared to surrender something if you find a need to? What makes you ready to do so? In what ways are you ready to learn or hear other people's thoughts?
- If you imagine the results of this residency as a series of gifts to "your people" (humans, creatures, and other forms of life alike), what might those gifts look like? Who or what are you committed to?

Now, reconsider your answers to each of the questions above:

- In what ways were your digital personalities, needs, habits, and communities in your answers? If they did not come up at all, is there anything surprising about that now for you? Are your real and virtual needs and dreams similar or different? Do they both see the potential of the digital world in the same way? Is it irritating or annoying? A source of great harm? A place of tremendous help and care? If so, how? For whom? And where? Try to be specific.
- Where is your sense of hope about digital spaces and technology the strongest? In what ways are your thoughts and dreams trying to convince you that the digital world has the potential to provide better care for your own life, community, and beyond? Do you dream of being a digital justice changemaker, caretaker, or caregiver? How can your art help make a more just and caring digital world? Don't worry about practical limitations like money or know-how. Big or small, anything goes. Your instincts rule.
- When you journal something that feels true, journal about that idea a little more. Which ideas are the strongest? They might be ready to be added to the [journey mapping](#) below.

General practices

- **Declutter your life**

We tend to have lots of things that fill up open spaces in our lives and keep us from looking more deeply within. These can include television, games, food, social activities, and many more. We suggest being honest with yourself about some of the things that keep you at the surface of your life. Maybe you want to use this time to try and let go of some of them. It may be helpful to take a corner of your home and free it of all devices and other things so you can dream and play without distraction. Do not worry! Those things will still be there when you get back.

- **Follow an embodied practice**

Do you have physical, embodied practice like walking, yoga, or meditation? If yes, keep doing it. If not, maybe you want to start one. Slowing down or deepening your breathing is a wonderful place to start. Through your embodied practice, try to notice where your energy and attention is going and where your energy and attention is stuck. Try to connect different parts of your body loosen knots in your muscles. Try to fire up your mind and circulatory systems to help send fuel and inspiration throughout your whole body. You will just be beginning experience the results of your practice by the time we get together. As the ice of winter deepens, we invite you to explore an embodied practice that feels both cozy (heartwarming) and creative (mind opening).

- **Record your dreams**

Dreams are an important window into our inner worlds. If you have difficulty remembering your dreams, try having a conversation with yourself about why remembering them is important to you. Have a journal, pen, and flashlight at the ready by your bed. Do not move your body when you first wake up until all you replay all your dreams in your mind. Write them down in your journal. Use present tense and include emotions. Don't feel like you need to find meaning in your dreams. Let the images confuse your mind and touch your emotions.

- **Examine the small or commonplace**

When we are facing big problems, sometimes the solutions are in every-day, ordinary things. Try keeping a journal of otherwise dull and ordinary conversations, joys, pleasures, habits, glitches, faults, bugs, and sacrifices, however small. Now, take another look. What is surprising to you?

Mapping

The second branch of the knowledge seeking tree is **journey mapping**.

Mapping invites you to think about the world and the future. Mapping is also a chance for you to think about other people. Like meandering, the journey maps you create are for you. You can share your journey maps if you want to. You do not have to. If you like, your journey maps may be shared anonymously as a part of a public resource at the conclusion of the residency.

At the start of the residency, our knowledge and care teams will help you walk through a journey mapping process. The complete journey map features five branches: [preparing](#), [committing](#), [harvesting](#), [shaping](#), and [impacting](#) (links to descriptions of each in this document). We have provided suggested [templates to download](#) for the first four branches. For the he last journey map, impacting, you can draw your own map of what you want your life after the residency to look like.

Journey mapping is a chance to think about what your residency experience might be and what you want your residency experience to be. As a reflection of your life and community, these maps are not meant to be set in stone. Rather, we encourage you to think of them as “living documents” that can change, evolve, and grow over time. This residency is more about your journey than the end goal. We believe the journey rather than the destination is where all the magic happens!

Below are some guiding questions to consider when mapping out your journeys:

- What tools, sources, and wisdom will help me understand the ideas I am exploring?
- How can I consider radical and unexpected ideas as I explore?
- How can I connect with others and open up the possibility for working together and relating authentically online?
- How can I learn from both my own thoughts and feelings and talking and working with other people?
- How do I relate to the group? How does the group relate to me?
- Where can I find knowledge that I haven't explored before?
- How can I engage with the group and develop my ideas through other people giving me feedback?

Preparing

Any journey worth doing should start with careful thought and purpose. Before you start your residency journey, you might want to ground yourself by working on the **preparing journey map** ([PDF](#) | [DOCX](#)) where you can think about the experiences and questions that have led you to this residency. This exercise is meant to help you think about your starting point. It will ask you want you want to carry into this residency and what you want to let go of before you start. We encourage you to come back to this map (and the other

journey maps) throughout your residency to continue your self-explorations and record your (dis)comforts, curiosities, goals, and learning.

Committing

After thinking about your hopes and plans for your residency, the **committing journey map** ([PDF](#) | [DOCX](#)) will help organize some of your ideas on how you hope to commit to your responsibilities as a resident. The journey map will help you think about your responsibilities in relation to planned activities like *all-team meetings*, *creative labs*, *mentorships*, and *personal projects*. This map is intended as a self-accountability and self-exploration practice. It will help you map out the ways you hope to contribute to the residency, including opportunities for feedback, support, and guidance.

Harvesting

What if we approached our ideas, visions, and goals for a project in the same way we might tend to a garden? This is the guiding question we invite you to reflect on as you connect with your personal projects for this residency.

We invite you to sit with the **harvesting journey map** ([PDF](#) | [DOCX](#)). This tool will allow you to creatively explore the ideal conditions for you and your personal project.

By tending to your personal projects in similar ways as you would a garden, we invite you to consider the following:

- Gardens thrive in changing conditions and plants in gardens thrive in relationship with each other (e.g., care, support, and resources)
- Gardens grow cyclically, which means periods of rot, weeds and “death” are vital to their growth and for them to continue
- Gardens get messy and can sometimes become unpredictable.
- Gardens have to change when the world around them changes
- Gardens make us think of play, tenderness, purpose, and presence
- Gardens are places for discovery.

Shaping

After you reflect on what you want and what you need for your residency journey, the next step is to decide on how you will do your residency project.

The **shaping journey map** ([PDF](#) | [DOCX](#)) will help you to be clear about your project, purpose, impact, values, who you will work with and who will gain from your project. As is the case with all the other journey maps, this map is meant to change so that your project can change and grow as you do.

Impacting

The **impacting journey map** ([PDF](#) | [DOCX](#)) is a space for you to explore the senses that are most meaningful to you, and how you want to communicate with the world. This map is a blank page so you can imagine what your life after the residency will be like and what change you want the residency to make.

Knowledge sensemaking

To begin making sense of digital justice, we need to understand digital *in*justice.

Digital injustice is the many ways in which digital economies, technologies, and infrastructure are harming the our well-being and the well-being of our communities, and the planet.

As we explore the digital harm, we will be able to understand what an fair and just digital world should look like.

We are calling this **knowledge sensemaking**.

We will share more soon, but for now we would like to suggest a few ways of thinking about digital harm:

Harming | Caregiving

First, how do our digital systems, economies, tools, technologies, and infrastructure hurt people? What are some of the urgent and important challenges that you can think of? Second, how do we take care of harms?

Hindering + Hacking | Caretaking

First, how do digital economies, tools, technologies, and infrastructure annoy or frustrate you? Some of these frustrations might have a big impact on the happiness of your home life or how well your workplace functions. Second, how might we imagine changing some of the ideas and expectations we have that are having an impact on our sense of well-being? Third, how can we bring communities together to identify and respond to our frustrations?

Helping | Changemaking

First, what are the ways that digital tools, technologies, and infrastructure help our lives, communities, and the planet? Think of some of the most inspiring and hopeful solutions that you can think of. Second, how can we make the changes we need to see?

Knowledge stewarding

How can we be in relationship with knowledge and information? How might we create relationships with other people and things that are respectful and keep all of us going? How are we honouring the living wisdom contained in all things?

These questions are examples of what we call **knowledge stewarding**.

As knowledge stewards, we know that knowledge is not something to be controlled. Knowledge needs to be treated with respect and cared for. To learn more about Indigenous histories of “knowledge keeping” and how they have influenced our understanding of knowledge stewardship, you can visit our [knowledge stewardship guiding principles](#).

We are inspired by the wisdom of Indigenous peoples. Knowledge seeking, sensemaking and stewardship are all related. As a white-founded organization, we respect the wisdom and rights of ownership of Indigenous communities to the language and practices of knowledge keeping. Academic communities have often adopted and appropriated this language with little context. We do not wish to do so. We aim to ground our language in the principles of knowledge stewardship instead, which are related closely to knowledge seeking and knowledge sensemaking.

Knowledge stewards grow, gather and expand knowledge. We want to make sure that we build and share knowledge with respect, reciprocity, humility, honesty, and care. We also want to make sure that the knowledge we build is valuable to the communities who will use it. Finally, we are here to make a community of people making and growing knowledge who will care for themselves, each other and the world.

Knowledge stewardship as a care-oriented journey

We want you to care for digital spaces and people in digital spaces throughout your residency and afterwards. We want you to care for the knowledge you find and make during this residency. After all, this knowledge could make a difference for communities throughout Canada, especially for communities who have suffered the most harm from digital technologies and infrastructure.

We want to approach this residency and knowledge by always thinking of the communities we come from and the communities we want to be connected to. Our ethics of informed consent and privacy processes ([to be shared with you soon](#)) detail the ways we want to work in our knowledge stewarding process.

We hope you feel that your journey is cared for and that we value are. We have tried to design this residency with care for ourselves, each other, for this planet, and for everyone!

With that said, we can always learn more about thinking and being together. Please review our [care and collaboration guiding principles](#) which we will be using through residency. You will also meet consistently with our knowledge and care team who will be available to support you.

Contacts

Individual contacts

Name	Title	Email / Phone	Ask me about
Jessa Agilo	Founder	jessa@artspond.com 647 920 6187	<ul style="list-style-type: none"> • Overall vision and history of the residency and future opportunities • All team leadership • Design and agendas for all-team meetings, labs, evaluation practices • Confirming contracts and financial payments • Technical problems with software, including email, Zoom, Miro, etc. • Major complaint / conflict resolution with other residents or staff
Sania Khan	Knowledge Lead	sania@artspond.com	<ul style="list-style-type: none"> • Design of journey mapping and knowledge mobilisation activities, including knowledge seeking, sensemaking, and stewarding • Knowledge team leadership (including Working Leads) • Design and agendas for all-team meetings, labs, and mentorships • Support and care for individual resident journeys and collective knowledge sensemaking and sharing between residents • Technical support with software, including Are.na
Shay Erlich	Care Lead	shay@artspond.com	<ul style="list-style-type: none"> • Care team leadership (including Curator and Working Lead for Deaf and disability) • ASL communications • Design of access and care strategies that meet the needs of all participants
Kelsie Acton	Working Lead: Deaf and disability	kelsie@artspond.com	<ul style="list-style-type: none"> • Care team member and access doula • Helping to support the access and care needs of all participants • Scheduling ASL, CART, and other access supports • Providing plain language summaries of key notes and documents • Supporting Deaf and disabled participants with the design, delivery, documentation, and evaluation of their personal projects • Scheduling mentorship supports and other meetings • Creating minutes of meetings and identifying key knowledge insights

Shaina Agbayani	Working Lead: Racialized	shaina@artspond.com	<ul style="list-style-type: none"> • Supporting Racialized participants with the design, delivery, documentation, and evaluation of their personal projects • Scheduling mentorship supports and other meetings • Creating minutes of meetings and identifying key knowledge insights
Gordon Brent Brochu-Ingram	Working Lead: Indigenous	brent@artspond.com	<ul style="list-style-type: none"> • Supporting Indigenous participants with the design, delivery, documentation, and evaluation of their personal projects • Scheduling mentorship supports and other meetings • Creating minutes of meetings and identifying key knowledge insights
Rachel Marks	Working Lead: Outside the core	rachel@artspond.com	<ul style="list-style-type: none"> • Supporting Outside the core participants with the design, delivery, documentation, and evaluation of their personal projects • Scheduling mentorship supports and other meetings • Creating minutes of meetings and identifying key knowledge insights

Group contacts

- care@togetherthere.ca
Reach all members of the care team, including Shay Erlich, Kelsie Acton, Veronique West, and Jessa Agilo.
- knowledge@togetherthere.ca
Reach all the working leads, including Kelsie Acton, Shaina Agbayani, Gordon Brent Brochu-Ingram, and Rachel Marks.
- residency@togetherthere.ca
Reach all the residency curators, including Danielle Hyde, Emkay Adjei-Manu, and Veronique West.
- leads@togetherthere.ca
Reach the executive leads, including Jessa Agilo and Sania Khan.

Resources

These selected knowledge resources were gathered by our four Working Leads over the summer and early fall of 2022. They are a few suggested places to start to learn more about digital issues from an Indigenous, Racialized, Deaf and disabled, and Outside the core perspective. We will be adding more knowledge resources to this archive over the course of the project. We will also be adding other more detailed narratives, definitions, and other helpful tips in the coming days. We encourage you to add your own resources to this archive as well!

Indigenous

- [Indigenous Digital Equity Strategy](#) (2021) by First Nations Technology Council
"Why does Digital Inequity Exist? The digital inequity experienced by Indigenous Peoples is mostly due to the long legacy of colonial practices and policies that fail to recognize and respect Indigenous rights. It is essential to understand that due to the wide-reach and influence technology has on our lives, digital inequity has the ability to increase the existing socio-economic gap between Indigenous and non-Indigenous people that persists in every sector from housing, to education, to child welfare, to economic and food security, and more."
- [Animikii Indigenous Innovation Values](#) (2022) by Animikii Indigenous Technology
An Indigenous digital creation organization based on an Indian Reserve in Victoria, British Columbia, Animikii follows the 7 Grandfather Teachings of Anishinaabe tradition in all aspects of their decision-making processes. They think of projects holistically and focus on building long-term relationships with their partners, team members, and networks.
- [Apps for Learning Indigenous Languages](#) (2017) by Animikii.com
"Our team firmly believes that technology can - and should - be leveraged not only to support the preservation of our traditional languages and cultures but also their resurgence and revitalization."
- [Digital sovereignty or digital colonialism?](#) (2018) by Renata Ávila Pinto
Digital technologies are allowing Indigenous governments to make new cultural and political space. The human rights activist Renata Ávila Pinto grounds ideals of digital equality in options of communities, such as Indigenous nations, for using technologies to build new forms of autonomy: "To start addressing global digital inequalities and embrace a future that places digital autonomy and human dignity at its core, social innovation should be encouraged and institutionalised at the community and citizen level to guarantee its scalability and permanence. Autonomous and linguistic communities should be encouraged to develop their own technology and digital content and to preserve and export their cultures to the digital environment."
- [The Indigenous-centred video games of Elizabeth LaPensée](#) (2007-2022-ongoing) by Elizabeth LaPensée
One of scores of Indigenous video designers, LaPensée fuses the traditions of Indigenous gaming with digital culture to connect to Deep Time and to ancestors and traditions as well as to unimagined futures.

- [Etuaptmumk: Two-Eyed Seeing](#) (2016) by Rebecca Thomas
There are scores of movements grounded in local and regional Indigenous languages, cultures, and religions that fuse traditional experiences with modern empirical and other scientific kinds of knowledge seeking. Etuaptmumk [Mi'kmaw] or “Two-Eyed Seeing” emerged in central and eastern Canada two decades ago as one way to connect Indigenous wisdom to today's many forms of data. In an introduction to the essence of Two-Eyed Seeing teachings, Mi'kmaw poet Rebecca Thomas notes that, “peoplehood is made of up four things: territory, (sacred) history, ceremonial cycles, and language.”
- [The People Who Own Themselves](#) (2022) by Claire Johnston and Andrée Forest
Tired of dominant Métis politics in Manitoba that have been weak on ecological consciousness, gender, and sexual freedom, a network formed through social media during the COVID-19 pandemic.
- [Bridge the Digital Divide for Indigenous Communities. BC's disasters show high-speed internet is an essential service. How to fix colonial policies depriving rural reserves](#) (2022) by James Hobart and Cindy Woodhouse
With all of the expanding engagement in digital technologies in Indigenous communities, most remain some of the most poorly served for broadband and cell coverage in the country -- and without that connectivity increasingly vulnerable from climate change.
- [Research is Ceremony: Researching within an Indigenous Paradigm](#). (2020) by Shawn Wilson. Royal Roads University, Victoria BC. Through working with Indigenous people internationally, Shawn has applied Indigenist philosophy within the contexts of Indigenous education, health and counselor education.
- [Bridge the Digital Divide for Indigenous Communities](#). (2022) The Tyee.
This article speaks to how remote Indigenous communities are at a disadvantage in this growingly digital era, and how to fix colonial policies depriving rural reserves.

Racialized

- [Artificial Intelligence and the Future of Racial Justice](#) (2022) by S Craig Watkins
MIT Visiting Professor, S. Craig Watkins addresses computational models that discriminate against marginalized populations. As the adoption of AI infiltrates more high stakes sectors such as policing, employment, health, and financial lending how do we build models that address systemic racism? The tech sector and researchers have focused on creating “fair” algorithms but Watkins asks, “what constitutes fairness in the context of structural racism?”
- [Digital Equity, Social & Racial Justice](#) (2020) by multiple speakers
Equitable access to the internet and technology is at the center of inclusivity in education -- a key element in the pursuit of social and racial justice. In this camp-wide session, join speakers exploring the intersection of race, wealth, education and technology to understand areas of progress and others where we fall short. Learn from experts about the profound impact of public policy and its power to both create and hinder

change in communities around the country and over the world.

- [Connecting the Dots: Privacy, Data, Racial Justice](#) (2021) by multiple speakers
This panel asks, we ask how would an inclusive, collective vision of privacy look? A diverse group of practitioners, scholars, and advocates will put privacy and data protection in conversation with issues of racial injustice, migration control, and structural exclusion, exploring the exceptionalism, the excluded, and the exploitative nature of privacy discourse.
- [Race, Technology, and Algorithmic Bias](#) (2019) by multiple speakers
At "Vision & Justice" on Friday, April 26, Joy Buolamwini, Latanya Sweeney, and Darren Walker come together to discuss the limits of technology in the face of algorithmic bias, or the fact that AI systems often either mischaracterize or fail to recognize dark-skinned faces. The two-day creative convening considered the role of the arts in understanding the nexus of art, race, and justice.
- [The Internet & Racial Justice](#) (2020) by Charlton McIlwain
Charlton speaks about his journey researching the relationship between the development of digital technology and contemporary and historical social movements including Black Lives Matter and the Civil Rights Movement.
- [Decolonizing Technology : A Primer + Reading List](#) (2018) by Beatrice Martini
A reading list on Digital Decolonization by Beatrice Martini on her blog focused on tech and tools for justice and rights.
- [Incarcerated City](#) (2020) by Caroline Hill
This project is the summary of my thoughts, notes, research, and provocations on electronic ankle monitoring, set within the larger context of the prison industrial complex, punishment, surveillance, and abolition. It's a project about what happens when the prison extends beyond the traditional prison walls and seeps into your community, your home, and your body. Through these reflections and questions, I tried to identify the connections between PIC and slavery, racism, neoliberalism, urban geography, and technology.
- [Decolonizing Devices](#) (2019) Interview with Alejandro Mayoral-Banos by Tiffany Creyke
In this interview, Tiffany and Alejandro discuss the question: Since devices/technology have been used as a tool to oppress, is there room for a productive juxtaposition of Indigenous traditional knowledge and Western science within technology that reflects Indigenous values/perspectives?
- [Joy Buolamwini on The Open Mind: Algorithmic Justice](#) (2019) by Joy Buolamwini
MIT grad student Joy Buolamwini was working with facial analysis software when she noticed a problem: the software didn't detect her face -- because the people who coded the algorithm hadn't taught it to identify a broad range of skin tones and facial structures. Now she's on a mission to fight bias in machine learning, a phenomenon she calls the "coded gaze." It's an eye-opening talk about the need for accountability in coding.

In her efforts to document bias and restore trust to technology, Buolamwini recently delivered a presentation to the Federal Trade Commission with her MIT thesis “Findings on Gender and Racial Bias in Facial Analysis Technology” developed from IBM, Microsoft, and other cognitive service technologies. Their ultimate effect if unchecked can be a cycle of computer-generated discrimination.

- **[The Digital Abolitionist](#)**

A website to amplify impacted voices, track abolitionist efforts, and practice abolition.

Deaf and disability

- **[You Got This, Happy Accidents Count, and Other Accessibility Pep Talks](#)** (2020) by Cherry Thompson
An exceptional and entertaining introduction to digital access through inclusive video game design.
- **[#DisabilityDongles](#)** (2022) by Liz Jackson, Alex Haagaard and Rua Williams
Disability Dongles are ultimately useless technical solutions that non-disabled people love to make disabled people more compatible with an inaccessible world.
- **[Standardized Access, the tension between scale and fit](#)** (2021) by Louise Hickman and Alexis Hagerty
A beautifully succinct summary of the issues of creating accessible digital spaces when the economics of those spaces often push them towards scale while disability cultures value fit.
- **[A Primer on Surveillance Issues in the Disability Community](#)** (2022) by Karen Reilly
Provides an important overview of issues around digital surveillance for disabled people.
- **[My War on Animation](#)** (2022) by s.e. smith
Motion or animation on the internet is inescapable but it is inaccessible for smith. Animation is part of how we communicate on the internet – think of gifs to convey a particular feeling.
- **[The Hidden History of Screen Readers](#)** (2022) by Sheon Han
As long as computers have existed Blind people have been figuring out how to use them. Blind programmers have been the people creating screen readers to make computers and the internet accessible to Blind people. Blind programmers shouldn't have to be the ones writing tools for other blind people – but they are.
- **[The Volunteer Run Bots that Make Twitter More Accessible](#)** (2022) by Mia Sato
Screen reader users often miss out on a tremendous amount on the internet. Alt text reader bot allowed people (before the latest Twitter upgrade) to tag the bot and then the bot will read the alt text or tell them if there is none. Tagging in alt text bots is a way to show non-disabled people how inaccessible the internet is.

- [Critical Creative Corrective Closed Captions](#) (2019) by Emily Watlington
Watlington looks at artist like Carolyn Lazard working with captions in creative ways as an intervention into access. These artists explore digital access as a way to reimagine cultural content and to create something new when access is denied.
- [Engineering at Home](#) (2016) by Catrin Lynch and Sara Hendren
Catrin Lynch and Sara Hendren document the adaptations that a woman named Cindy has made to her environment using everyday items to improve accessibility for herself. Here the digital both shares useful adaptations with other people who could potentially use them and draws visibility to the creativity disabled people use to hack their environments.
- [Ableism and Disability Discrimination in New Surveillance Technologies](#) (2022) by Lydia X.Z. Brown, Ridhi Shetty, Matthew U. Sherer and Andrew Crawford
This report examines four areas where algorithmic and/or surveillance technologies watches, controls, disciplines and punishes disabled people - education, the criminal legal system, health care, the workplace. An important overview of the ways disability, race, class, and technology intersect in surveillance technology.

Outside the core

- [High Speed Solution: Musician's career dwindling after move to rural home, frustration over lack of internet options](#) (2022) by ABC21
An interesting look at how internet speeds and availability impact artist s work - a US interview, but is it really so different from Canada?
- [Open-access fiber network promises to bring broadband to rural Nichols](#) (2022) by Jimmy Jordan
Open access fiber networks: Are they the way that rural communities can compete to get better internet service?
- [Cutting-edge digital art festival inFREQUENCY will be hitting Yanco in late September](#) (2022) by Cal Holroyd
A short, interesting piece about digital artists coming together in Yanco, Australia - a village of 500 people.
- [Intersectional activists are increasingly at risk—both online and off](#) (2022) by Sandra Jepson
"Digilante activism" - a look at the women and femmes who are fighting back to create safe spaces online - article also looks at intersectionality.
- [Black Lives Matter in Rural Canada, Too](#) (2020) by Georgina Alonso
A look at Black history in rural Canada - often overlooked and ignored, rural history is full of Black landowners, farmers and makers.
- [The co-ops that electrified Depression-era farms are now building rural internet](#) (2020) by Nicolás Rivero
An interesting article on taking things into our own hands when it comes to internet.

