

MANITOBA CULTURAL
SOCIETY OF THE **DEAF**

Annual Report
2020-2021

Annual General Meeting
Virtual Meeting via Zoom
April 29, 2021

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Vision and Mission Statement

Vision Statement:

MCSD's vision is to promote insight to and develop appreciation of Deaf Manitobans' experiences, through language, culture, and the arts to celebrate their achievements and contributions to the world.

Mission Statement:

MCSD's mission is to identify and promote innovative initiatives and projects that focus on the contribution of the arts, heritage, language, and culture towards the revitalization and empowerment of Deaf Manitobans.

Goals:

- Present the Deaf community to the world in a way that brings great pride through the work of Deaf artists like The Deaf Mime Troupe
- Break down the barriers between the Deaf and non-deaf worlds
- Play an advocacy role in changing government policy around funding for interpreter services and graphic note takers to ensure that Deaf people have the same opportunities for training and funding assistance as all others do
- Explore arts grants for Deaf artists
- Inspire Deaf people through their own culture and language
- Build a Culture Centre for the Deaf

Board of Directors 2019-2020
(June 2020 – October 2020)

President	Jamie Routledge
Vice President	Evan Husack
Secretary	Katie Butz
Treasurer	Dianne Mondor
Project Director	Alice Crawford
Liaison Director	Jenel Shaw
Communications Director	Judyta Szacilowski
Past President	Rick Zimmer
Membership Director	Crystal Miles

Board of Directors 2019-2020
(November 2020 – April 2021)

President	Jamie Routledge
Vice President	Evan Husack
Secretary	Katie Butz
Treasurer	Dianne Mondor
Project Director	Alice Crawford
Liaison Director	Jenel Shaw
Communications Director	Judyta Szacilowski
Past President	Rick Zimmer
Membership Director	Vacant

BOARD OF DIRECTORS' REPORTS

President's Report:

Hello everyone!

First, I want to thank everyone, our members, supporters, donators, and partner organizations for their continued support over the last year; it is what kept us going and energized for you all. Because of you all, MCSD managed to work on a few projects, while growing together as an Arts community. I also want to thank our board members for their hard work, patience and staying positive while we all navigated through these confusing and unprecedented times.

Due to the pandemic, our membership didn't grow (but our dreams did!) but together, we are here to support each other and bring more success and ideas to MCSD. We also strive to encourage and inspire our young artists to evolve into the amazing artists they could possibly be, as they are all our future!

As a member of MCSD you will be:

- supporting the organization to promote Deaf culture and Deaf artists
- supporting the advocacy efforts of MCSD to ensure equal access to arts funding and skills development
- you will be able to attend any courses or events that are being interpreted or have a graphic note taker as a result of MCSD's work revitalizing Manitoba's Deaf arts community with events such as art shows, storytelling, and mime performances
- as a Deaf/Hard of Hearing artist, you will be able to put up a short biography with a few pieces of your work on the MCSD website
- cheaper costs to events, access to workshops, teachings and trainings promoted by MCSD, and networking opportunities

Here are the projects that the MCSD board worked on and are currently involved with, which most wouldn't have existed if not for our amazing project director, Alice Crawford!

- A New Rhythm: Teaching Dance Beyond Sound
- Magic of ASL (cancelled in 2020 but planning an online Magic of ASL in June!)
- New Liaison Director
- Deaf Culture Workshop
- Supported Joanna Hawkins' film project
- Board member changes and position changes
- New Horizons: Digital Accessibility for Deaf Artists

- Charitable number
- Redesigned website

And so many more good things to come! We thank you all for joining this AGM, we look forward to seeing all of you!

Thank you,
Jamie & the MCSD board.

Project Director's Report:

2021 AGM Project Director Report: 3 Projects in 2020

1. 2020 MAGIC OF ASL FOR JUNE 2020: canceled due to COVID-19 restrictions

2. A NEW RHYTHM: TEACHING BEYOND SOUND VIDEO SERIES
RECAP: MCSD is developing a series of Jazz, Hip Hop, and Contemporary dance classes in partnership with Dance Manitoba. We are creating documentation how to teach Deaf and Hard of Hearing dance students in a series of video training manuals. These address best practices in Deaf dance teaching methods as well as Deaf Culture and the experiences of Deaf Canadians in the arts. The videos will be made available online so that best practices can be implemented in dance studios across the country.

There are opportunities in Manitoba for Deaf dancers to access communication accommodations in dance classes, but it is very seldom that they get the opportunity to access a class that takes into account the very different relationship a Deaf dancer has with rhythm, vibration and dance. A New Rhythm teaches dance teachers about this relationship so they might better understand what methods work best in teaching Deaf students and why. We offer employment opportunities to Deaf Manitobans through opportunities to coordinate and to teach cultural awareness and Deaf dance teaching methods.

Employment opportunities were given to a Deaf videographer and a Deaf photographer in documenting the process. Beyond providing employment, the Deaf videographer is being mentored by As It Happened Productions, a professional media company. This mentorship between the media company and our Deaf videographer created an opportunity for the media company to learn more about best practices in capturing Deaf events and the Deaf videographer was able to increase their skill set to better capture dance on film.

Project phases:

There are six phases to this project. Currently in Phase Five of this project in 2021.

PHASE ONE: Completed in March 2020

Jan 2020 :

1. Parachute Media Labs bowed out of the project as they had a great job opportunity to work with Cirque du Soleil. They recommended As It Happened Productions (AIHP) to replace them. After discussions with AIHP over two months, we agreed to use them for the project.

2. Call out for dancers across Canada to participate in dance classes for this project. Ontario and Manitoba dancers sent in responses.

3. Michael Austria to be the Videographer and the Deaf Consultant.

4. Leo Salagdo to be Photographer to take photos of all events, rehearsals and filming.

Feb 2020: AIHP and MCSD signed a contract to film and develop the five dance project videos.

March 2020:

1. First week in March, Dance Manitoba (DM) arranged a meeting between MCSD and Nicole Kepp, Principal, Recreational Division of the Royal Wpg Ballet (RWB). RWB expressed interested in working with MCSD and DM and offered their studio space as a donation in kind. They agreed to find non-deaf dancers for this project. They assisted us with developing the consent forms as we were required to have all the participants sign forms of Code of Conducts, etc. to work in their building. A consultation meeting was planned for late March/early April to discuss the logistics of rehearsals and filming. We planned a Meet and Greet for all participants in the project with a Deaf photographer to take photos of the event for an April date.

2. Drew up contracts for all the participants including the ASL-English Interpreters. We contracted six interpreters - assigning two to Michael Austria, our videographer, and two for each group of dancers with two spares.

March 10 - We met at Deaf Centre Manitoba on March 10, 2020 to discuss the project and sign the contracts, code of Conduct, Release forms and registration forms.

3. Interview Panel: Date for filming March 20, 2020 - Not Completed: Covid-19 lockdown three days before filming. The interview panel was to have been recorded live in a space with 15 people in the room. Protocols allowed 10 people. This was put on hold until mid-July while we figured out what needed to be done to make it work.

4. Leo Salgado's role was reduced due to the pandemic protocols.

5. Michael Austria was hired to work with AIHP as a camera crew and to be mentored by them in techniques to filming dance in motion. In turn, he was hired to be the Deaf Consultant for AIHP to ensure that Deaf culture was presented with dignity and sensitivity to the Deaf Community and beyond.

6. Marden Kelpta, our Technical Integration Assistant, and DM developed a list of questions for the interview panel of Deaf dancers through research.

Phase one also included a research and development period that included an examined existing Deaf dance programs as well as interviews with Deaf individuals to learn specific tools and strategies they used to learn movement.

PHASE TWO: Completed in April 2020

Sizzle Reel - First film

The video footage of the May 2019 Deaf Cultural Workshop was unusable for the Sizzle Reel. AIHP developed an alternative film using a survey of questions to highlight dance experiences by the Deaf and non-deaf dance community. The dancers sent dance photos of themselves. The best quotes from the answers were used in the three-minute Sizzle reel. This went on line on Facebook and MCSD and Dance Manitoba's websites.

PHASE THREE: Content Development was completed on July 21, 2020.

May 2020: Interview Panel

MCSD and AIHP decided that the panel would go digital and be recorded on Zoom. More planning time was needed before the interview panel: touching base with all the people that were in the interview panel with one on one with interpreter for four Deaf dancers, moderator, two interpreters. Internet connectivity had to be checked - to avoid freezing, each person's clothing, room colours, backgrounds, and lighting needed to be checked.

July 2020:

The interview panel was done during a 10-day period with Zoom technical checkups for each of the homes of the interpreters, Dance Manitoba moderator, and all four of the dancers on the panel for the individual interviews. Lastly, the final panel recorded on Zoom on at the same time with the four dancers and Dance Manitoba. Each dancer received an honorarium of \$30 for participating.

The recorded Zoom interview panel was edited in October and currently being captioned. The 13-minute video will be released online later in 2021.

Participants: Interpreters: Anna Salgado, Tessa Rogowski

Dancers: Natasha Bacchus "Courage" (from Toronto), Natalie Sluis, Alexandra "Bella" Calby-Martin, Chris De Guzman

Moderator: Claire Marshall, Dance Manitoba

Observing/recording: Michael Austria, Angela Chalmers

DANCE AUDITIONS: DM and RWB developed the dance moves for the dancers' auditions. These were recorded on video to send out to each of the dancers to follow with the instructions. ASL-English interpreters' translations of these instructions were added onto the audition video for the Deaf dancers.

Dance auditions were self-filmed by the Deaf dancers and sent to the RWB and DM for analysis of their skill levels. From that, it was decided that the level of dance classes would be at beginner level for all three classes and class planning could commence.

Each Dance Teacher created a lesson plan for a beginner level class in Jazz, Hip Hop and Contemporary styles.

Marden Kelpka and Dance Manitoba used the information from the panel to develop best teaching practices to assist non-deaf dance teachers learn the best techniques for teaching Deaf dancers taking into account of their Deaf culture. The dance faculty created lesson plans based on the research, material from the Zoom interview panel, and auditions applying the required physical distancing for COVID-19.

OTHER:

Meet and greet restrictions

Schedules for Rehearsals and filming days

A schedule was created for both weekends to coordinate 25 people on set at the RWB. Lots of changes and juggling but it came all together without hitches. A block on the Sunday afternoon on Aug 2nd was set aside to film any missed shots and to shoot extra scenes for the films.

RWB DANCE REHEARSALS (July 25-26, 2020)

Dancers:

Contemporary & Jazz: Natalie Sluis, Bella Calby-Martin, Vhea Nasino, Mark Ambrocio
Hip Hop: Chris De Guzman, Cindy Koskie, Haregetwein Getachew (Cois)

Dance Teachers:

Contemporary: Phillipe Larouche, Jazz: Nicole Kepp
Hip Hop: Eugene Baffoe
Interpreters: Anna Salgado, Cindy Boscow, Brittany Toews, Sheryl LaVallee, Shelby Graham

RWB:

We were restricted to two weekends between RWB summer programming. A lot of things went down right to the wire, adding to the stress of time limitations, and COVID-19 health protocols. RWB had very strict clear and precise COVID-19 protocols in their building to keep everyone safe.

The Deaf dancers met with the dance teachers and the non-deaf dancers. Originally all seven Deaf dancers were to be in the same class in one studio space. To meet COVID-19 protocols, this was changed to three studio spaces with three different sets of dancers including non-deaf dancers. Four in the Contemporary and the Jazz classes, and the other three in the mixed Hip Hop class with the non-deaf dancers. A fourth room was used as a photography studio.

Deaf dance students learned how to work together and incorporate the teaching strategies to enable the Deaf dancers to participate fully in class.

Contemporary: communication strategies

Jazz: strategies for capturing the beat and tempo.

Hip Hop: working with a mixed class of non-deaf and Deaf students using techniques and strategies that help Deaf dancers to fully participate in class.

MCSD presented the RWB with a crystal Appreciation award for all their wonderful help and for the donation of their studio for the classes. Dance Manitoba also received one for their amazing support of the project.

PHASE FOUR: Delivery and Capturing Content: Filming days (Aug 1-2, 2020)

One session included non-deaf students to allow for comparison footage to be added into Contemporary and Jazz videos. All classes were captured by the AIHP film crew and the Deaf videographer. The Deaf photographer attended both

rehearsal and filming days. The last afternoon was spent re-shooting and added materials for the films.

All the dancers, dance teachers, and film crews were given free DAM T-shirts, note pads, and DAM pens. The light weight cotton blend T-shirts were selected to reduce sweating while dancing during filming.

The non-deaf dancers received an honorarium of \$50 per class they participated in. Two participated in all three classes and two participated in two classes. The Deaf dancers were paid based on the number of classes they were in, whether they took part in the extra shooting block Sunday afternoon, and whether they did an introduction to the class.

PHASE FIVE: Content Editing October 2020 - February 2021

An in-depth editing process pulled out needed content and on-screen checklist of techniques and methods specific to the film were added at the end of each film Checklists and Tips and Strategies for Teaching Deaf and HOH dancers will be downloadable and printable in English and French.

During the editing process the Deaf Culture Consultant worked with As It Happened Productions editing team to ensure the final product is respectful to Deaf Culture.

To come in 2021:

Captioning

ASL to English translation, English and French captioning.

French Translation (by Translation Agency of Manitoba) for the Sizzle Reel is done and is ready to go online

A web designer to redesign MCSD-DAM website to allow the video content to live on the site. The new website will be completed by July 30, 2021, the deadline to finish the project.

PHASE SIX: Video Launch Deadline - goal: July 30, 2021

The video will be released on MCSD and Dance Manitoba's websites. There will be a media blast to all dance schools across Canada and the USA.

IMPACT OF COVID-19 on the Dance Video Project

The protocols set out by the MB gov't made it very challenging to proceed with the project. It has turned into a beast of a project causing an overrun of our budget. Original funding \$34700 to predicted \$43,435 = **-\$8735 cost overrun for all expenses**

Masks made it hard to communicate. Masks had to be worn in the shared space. They only came off inside the dance studio space. We worked around that with ASL-English interpreters. We maintained our required distances as much as possible. For a few of us, there were times when the masks were taken off temporarily so one could lip read necessary communications.

MCSD was interviewed by the University of Winnipeg UNITER Newspaper about the dance project during COVID-19. The article, *Softening Their Strides* appeared on-line Volume 75-Issue 08-Nov. 5, 2020. Pages 6-9
<http://uniter.ca/view/softening-their-strides>

Cost overruns:

Because it took extra time to work out how to work remotely and to implement the tasks required of the project, it took at least twice as long if not more and our costs went up astronomically.

FIRST FILM: Sizzle Reel Film: AIHP fee only - \$2210 (includes GST)

Video footage of the Deaf Culture Workshop, to be the material for this, was filmed May 2019. The Video producer judged the footage unusable due to poor video and audio quality.

Administrative costs:

Originally there were to be no administrative costs because the video producer was to edit the video collected at the Deaf Culture workshop. Since it was unusable, a survey was implemented. Result: each Deaf dancer needed to be individually interviewed via video conferencing and to record and verify the answers and sent these to the producer. This included photos from the dancers.

Production costs:

Instead of just editing, the video producer needed to develop a new idea for the first film, including creating a survey, script writing, and planning. They also need extra time to go through all the survey answers, pick out appropriate quotes,

choose photos to be used in the video, etc.

Scaled back the T-shirt budget to \$245 from original \$490. T-shirts are now limited to the dancers instead of to all participants in this project. Savings of \$245 was applied to the Production budget. $\$305 + \$245 = \$550$ added to the \$8000. This covered the extra cost of the first film with \$340 left towards the second film.

SECOND FILM: Interview Panel: AIHP fee only: \$2100

Production extra costs.

Originally 3 hours set aside for the filmed interview panel. We went into quarantine 2 days before filming. We met the ASL interpreting and administration budget but not for filming/production/editing costs.

As a result of health restrictions, we were unable to film the panel. Instead, individual as well as a joint interview panel with all dancers via Zoom was done. Extra production cost was incurred as there was more time spent prepping each interviewee, the Dance Manitoba moderator and ASL-English Interpreters on how to properly light their space, turn off background noise etc. This meant more time was needed for editing. Three hours expanded to 19 hours for prep time alone.

Original budget – pre-COVID-19: \$1000

New quote: \$2100 (includes GST): \$1100 over original budget. Applying the extra \$340 from the T-shirt budget against the extra costs – Overrun is \$760 for all expenses

THIRD, FOURTH, AND FIFTH DANCE FILMS: ($\$1,878.50 + \$1,820.00 + \$1,820.00 = \5518.50)

As a result of Covid-19 health measures, the Royal Winnipeg Ballet (RWB) only allowed a set amount of people in the venue at a time. That meant that instead of filming everyone at the same time we divided into three smaller groups. As a result of the smaller groups more time was spent filming, etc.

Filming required an extra camera and more time for each dance class to physical distance without the other classes in the studio. This resulted in extra time needed for editing as there was more material to go through.

Four different dance studios were used instead of one studio. The camera crew

set up and took down their equipment in each of the different studios so it took more time. One half hour to set up and one half hour to take down for each studio for five different classes and re-shooting over two days. That added five extra hours for the film crew to film the project.

Dance studio and dance instructors

- For dance audition: extra time for dance instructor to film themselves and having an interpreter interpret the instructions for the dancers and to be embedded into videos to give instructions in ASL. The Royal Winnipeg Ballet (RWB) generously donated their studio as a donation in kind. \$480 was transferred to the dance teachers' budget for extra costs due to extra class preparation.

Dance Teacher costs for each dance discipline:

- 2 hours Class planning
- 1 hour Zoom recording dance class with ASL interpreter for dancers to practice while physical distancing
- 1.5 hours auditioning the Deaf dancers (each auditioning dancer watches the dance tape, videotape themselves dancing, and send the taped video to RWB for review)
- 2.5 hour live dance rehearsal: To include a "Meet and Greet/Rehearsal session
- 3 hours filming per class

TOTAL: 10 hours (\$30/hr.) = \$300/per teacher for each discipline x 3 = \$900

Original budget for teachers \$360 + \$480 (funding from donation in kind) = \$840, a cost overrun of \$60.

Estimate over budget by at least \$3000 for each of the three films based on the production cost evaluation for the first 2 films. This does not include other expenses.

Film 2: \$2100 (includes GST)

Subtotal for two films: \$4310

Budget left for last 3 films: \$8550 - \$4310 = \$4240

Total Producer costs: \$9728.50, the original budget was \$8000.00. This does not include other expenses. Administrative, Technical Integration Assistant, captioning and translation tasks will be completed sometime in 2021.

FINDING MORE FUNDING:

MCSD appealed to CCA for more funding. They turned us down.

April: The CCA's Emergency funding of \$8200 that was offered to us, we could not use as the project did not meet the criteria set by CCA and had to turn it down as there was no way we could use it.

CRITERIA: The COVID-19 Emergency Support Fund was not intended to support specific projects or to offset lost revenues. This fund was for arts organizations to help maintain jobs and to support business continuity for organizations whose cash flow and short-term operational viability have been negatively impacted by the COVID-19 pandemic.

June: we approached Manitoba Arts Council (MAC) to see if the dance project filming would be eligible extra funding to film the last three films of the dance classes. They were very enthusiastic and told us that the project fitted the criteria and we could apply for funding. We were in constant contact to make sure we were on the right track and submitted the grant application on July 29, 2020 with fingers crossed as we were starting filming on August 1 and would not find out if we were successful until in the fall.

September: Second round of Emergency funding criteria fitted our needs as they allowed the money to be used for current projects and we accepted the funding. We were paid \$8200 on September 25, 2020.

November: MAC funding came through. We received the full amount of \$7500 on November 23, 2020. Big collective sigh of relief! Having the extra \$15,700 (\$8200 + \$7500) will cover the rest of the project overruns.

IMPACT OF PROJECT ON PARTICIPANTS:

Michael Austria: Videographer and Deaf Consultant and AIHP

Michael is continuing to be mentored by AHIP. This mentorship also included advice for him to record and produce New Horizons: Digital Opportunities for Deaf Artists. Because of COVID, he became an observer through mentorship as to how to do technical checks, record and edit a Zoom project. His filming time was downsized to recording the rehearsals and filming at RWB. Angela of AHIP is impressed with his artistic talents and finds him a joy to work with. They are both learning a lot from each other! His consulting has changed the way the filming is to be done to accommodate for ASL language to be seen in the films.

AIHP went over and beyond to help us through the project. They were very accommodating.

Claire Marshall is the Liaison for Dance Manitoba now so we don't have to debrief any new incoming executive directors. We have experienced three change overs at Dance Manitoba. In spite of this, they have been wonderful to work with! She will work with us to set up dance classes for our Deaf community. We discussed the possibilities of Summer classes as the best way to go. They have other programs that we may be able to tap into. We will discuss this further down the road. One of the dancers, Mark who has no formal or casual dance training is very interested in taking Contemporary dance and we will work towards getting him more classes.

All the Deaf dance students want to do a Hip Hop dance video next. We are keeping this in mind for the near future after COVID-19. The RWB and DM are very interested in working with us for this. They have programs in place that we might be able to tap into and we will be looking at grants either with CCA or MAC to find funding.

Teachers' Experiences with the Deaf Dancers:

The dancers, the Contemporary dance teacher Phillippe Larouche and Jazz teacher, Nicole Kepp had a good rapport. The Deaf dancers had fun creating sign names for them. The teachers very quickly picked up ASL signs and plan to learn ASL. Eugene Baffoe was fabulous with the Hip Hop dancers and his class was the most fun to watch! All the teachers say they loved working with us! Nicole Kepp would love to set up something with Deaf dancers to attend classes at RWB. We will meet to talk about this in the future.

Non-Deaf Volunteer dancers:

It was a positive experience for the volunteers. A quote from one of them: "thank you so much for the opportunity again for the past 2 weekends, it was such an amazing experience, and grateful to have been part of it :) It still puts a smile on my face, when thinking about the project and all the work that was put into from everyone, and the impact it will have for dancers and instructors in the future. ... it was really the pleasure of meeting and working with a wonderful group of people/dancers that made it all worthwhile for me, and would do it all over again. :) . "

Photography: Leo Salagdo

Leo took photos during rehearsals and at the Legislative Grounds' fountain. The producer was impressed with his work and asked that he photograph during the filming as well. We added his extra hours in the grant to MAC to ask for more funding to help pay for the over costs on the filming and editing portions of the filming. As a result of his excellent photography, he landed a small job photographing a theatre class last fall at MTYP.

FUTURE FOR DANCE:

Plans for an email dedicated to this dance project is in the works. After watching all the films and reading the documents, the participants contact us with this email if they are interested taking a Deaf Cultural workshop to be certified to teach Deaf/HOH dancers. We ask in this email what is their take away from watching these films and what they have learned. And if they have done their due diligence, they will be signed up for the workshop.

3. NEW HORIZONS: DIGITAL OPPORTUNITIES FOR DEAF ARTISTS

Funding by CCA, \$5000 submitted to CAA June 5, 2020

This exciting new project provided an opportunity for eight Deaf visual artists to present their work digitally. Beyond the opportunity to reach a broader audience, the participants learned how to photograph their art professionally, how to write an artist's statement and bio, how to conduct an interview from questions submitted, and learn generally how to present their artwork and themselves in a digital format.

To ensure the project's success and authenticity all participants as well as facilitators are to be members of the Deaf community, Deaf or hard of hearing.

The project provided multiple digital platforms for the Deaf artists to present their artwork. The exhibition is presented on the MSCD website, Facebook Page, Instagram, and YouTube.

Deaf videographer, Michael Austria worked with MCSD and the artists to create a dynamic interview with the participants and their artwork. The videos include closed captioning so both the Deaf community and the larger community can access and enjoy the videos. The videos were at the heart of the opening reception for the exhibition which took place in the form of an online watch party

November 30, 2020.

PROCESS:

After receiving the grant in August, the interview questions and the protocols all the participants had to follow to meet government requirements were planned. In September the interviews were filmed. It was arranged for each Deaf artist to do their interview at Michael Austria's home studio. Each artist arrived at their appointed time and the place was sanitized before and after each artist interview. The videos were edited in October and on November 30, the online Zoom event which attracted 52 people and each artist had a five-minute Q & A after their interview film was shown. This was recorded and is on our website. On social media, each artist was spotlighted for one week each starting the first Sunday in December and finishing at the end of Jan 2021. The videos will live online until 2025.

All the artists were paid CARFAC fees and Michael Austria was also paid for his work.

With isolation impacting many communities, including the Deaf community, it is more important than ever to find new ways to connect. This was the first digital exhibition presented by the MCSD. We believe that by supporting and celebrating the ingenuity of Deaf artists, the wider community will also see the value and excellence of our artists. We hope and anticipate that this exhibition may lead to new and exciting connections and opportunities for the Deaf artists.

IMPACT of the PROJECT

A survey was sent out to all the participants a few months after the online postings on social media. All have positive reviews of their videos on social media. One artist was approached for commissioned work, one artist was inspired by the comments of his video that he completed his new website. Others said that they have a broader audience and got inquiries about their work across Canada and overseas. The most impact was felt by the newer emerging artists.

Liaison Director's Report:

Connected with Michael Loucks and Misty Greyeyes for the Art Salons with Arts AccessAbility Network Manitoba. Michael was able to participate fully, with ASL interpretation provided for all group meets and one-on-one meetings. Misty was only able to attend one in-person meeting as she lacked the technology to connect virtually.

Aided Project Director with applications for grants as well as the CRA application for charitable status.

Aided Misty Greyeyes to apply for Arts AccessAbility Network Manitoba's micro grants. She was successful and received one of the micro grants.

Contacted the Winnipeg Art Gallery on two occasions to discuss the lack of ASL interpreters and closed captioning at their virtual opening of the new Inuit Art Center. They responded asking for a list of ASL interpreters and said that all the videos would have properly functioning closed captioning on the permanent videos.

MANITOBA CULTURAL SOCIETY OF THE DEAF

Annual General Meeting
June 4, 2020 at 5:00 p.m.
Virtual Meeting via Zoom

AGENDA

- 1. Call to Order**
- 2. Adoption of Agenda – June 4, 2020**
- 3. Approval of AGM Minutes – March 19, 2019**
- 4. Board Reports**
 - 4.1. Board’s Report
 - 4.2. Treasurer
 - 4.2.1. Reviewed Financial Report
 - 4.2.2. Approval of 2020 Budget
- 5. Projects in 2020**
 - 5.1. A New Rhythm: Teaching Dance Beyond Sound
 - 5.2. New Horizons: Digital Accessibility for Deaf Artists
- 6. Outstanding Business**
 - 6.1. Change to Membership (Member & Associate Member)
- 7. New Business**
 - 7.1. Board Position Change
 - 7.2. Board Elections
 - 7.2.1. Liaison Director
 - 7.2.2. Communications Director (New Position)
- 8. Announcements**
- 9. Adjournment**

MANITOBA CULTURAL SOCIETY OF THE DEAF

Annual General Meeting

June 4, 2020 at 5:00 pm

Virtual Meeting via Zoom

Sixth Annual General Meeting of the Manitoba Cultural Society of the Deaf (MCSD)

Virtual Meeting via Zoom

June 4, 2020

Present at AGM

Board: Jamie Routledge, Rick Zimmer, Evan Husack, Alice Crawford, Crystal Miles, Dianne Mondor, Dana Zimmer, and Katie Butz

Regular Members: Cindy Koskie, Cheryle Broszeit, Bella Calbay-Martin, Judyta Szacilowski, Tims Dans

Youth Members:

Associate Members:

Observers: Kathie Clinch, Jocelynn Johnson, Vhea Nasino, Amy Campbell-Shawcross, Wendy Bobby, Jenel Shaw, Evelyn Richards, Nick Slonosky, Christopher de Guzman

Interpreters: Monica Furer and Sarah Szalai

A quorum of members was met and the Annual General Meeting was called to order.

1. Call to Order

J. Routledge called the meeting to order at 5:19 pm.

2. Adoption of Agenda – June 4, 2020

MOTION: To accept the agenda as distributed.

Moved by: Dianne Mondor **Seconded by:** Crystal Miles

Carried

3. Approval of AGM Minutes – March 19, 2019

MOTION: To accept the minutes with an amendment to the wording of the motion in item 6.2.1.

Moved by: Dana Zimmer **Seconded by:** Rick Zimmer

Carried

4. Board Reports

4.1. Board's Report

4.1.1. President's Report

As MCSD President, I want to thank you all for your continued support of MCSD. We are navigating through a strange time and your hope and support are what keeps us going. I hope to continue representing the MCSD board as President for 2020-2021. We have a few projects in the works and we strive to grow MCSD as a community hub for Deaf Artists to succeed in the Winnipeg Arts world.

This year our membership saw an increased number of active members compared to last year. We are working diligently to support each member. With an increase in numbers, we can achieve more success and do more things for our community and members and bring new ideas to our board.

As a member of MCSD you will be:

- supporting the organization to promote Deaf culture and Deaf artists
- supporting the advocacy efforts of MCSD to ensure equal access to Arts funding and skills development
- able to attend any courses or events that are being interpreted or have a graphic note taker as a result of the work of MCSD revitalizing Manitoba's Deaf arts community with events such as art shows, storytelling, and mime performances
- as a Deaf/hard of hearing artist you will be able to put up a short bio with a few pieces of your work on MCSD's website

We thank the board for their dedication to the organization. The board is going through changes and we know that new faces will be what makes us stronger. Your ideas and energy are vital to the continued growth of MCSD and so we ask you, if you are interested, please let us know. The youth is our future and without you we can only go so far.

1. Charitable Number: We are continuing our process of receiving a charitable number. A charitable number will make it easier and give us more

opportunities to apply to different organizations for more funding and to hire an executive director.

2. Dance Manitoba: We are working with Dance Manitoba and the Royal Winnipeg Ballet to develop a series of instructional videos to help non-deaf dance instructors teach our Deaf dancers. As It Happened Productions and Michael Austria are filming and editing these videos. Now we have our first film, a 'sizzle reel' to promote this project which premieres today.
3. Shannon Guile and Joanna Hawkins: We are working with them to develop Deaf Culture workshops for the hearing arts community. We are also looking into possibly hosting a workshop for interpreters on how to interpret plays and dance.
4. We are working on a grant for the Canada Council for the Arts. This grant will help us provide more workshops and help Deaf Artists develop their skills. We have several new ideas for our MCSD members, as soon as this pandemic ends.
5. We hosted Magic of ASL at The Park Theatre the year before, and there were about 150 people in attendance! There were several hilarious acts, poetry, a pow-wow dance performed by Vernon, and a beautiful dance performed by Bella. This year was a sad year for us as we were so looking forward to getting together with our community to witness the Magic of ASL. We will be postponing this event to either the fall or to spring of 2021 due to the pandemic. We have a surprise in store for the next event! Stay tuned!

I am so excited to see what this year has in store for MCSD members, and I cannot wait to watch our members grow and succeed.

4.1.2. Vice President's Report

I've been a board member for the past year and really enjoy being on the board. I'm excited for the future of MCSD. I've been working on the charitable number. We've been talking about developing a Deaf Culture Centre here in Winnipeg and we've been working on that and collecting ideas and looking at centres in other communities. I've been reading a document written in 1986 with the original concept for a Deaf Culture Centre here in Winnipeg and looking into the history behind it. I have been talking with MDA and other organizations to see if it's a possibility sometime in the future.

4.1.3. Project Director's Report

- I've been juggling a few projects. We received a grant for \$32,700 through the Canada Council for the Arts (CCA) for a project called A New Rhythm:

Teaching Dance Beyond Sound. The sizzle reel for this project was just shown before the meeting started.

- The second project is also a grant through the CCA called New Horizons: Digital Accessibility for Deaf Artists. I'll be sending in the application tomorrow and in six weeks we will find out if we got the grant. We found nine Deaf visual artists who joined the project whose talents range from print making, painting, sculpture, cartoonist, etc. Hopefully we get the grant.
- Also working with Joanna Hawkins and Shannon Guile on having Deaf Culture workshops to teach non-deaf dance instructors how to work with Deaf artists and teach them about Deaf culture.
- We're working hard, the more members we have the stronger we are and the more we can do.
- MCSD will be supporting Joanna Hawkins and the director of a film called Cochlear. We donated \$500 towards its production. Look for that in the future, we're not sure when it will be complete but we're excited to see how it turns out.

4.1.4. Membership Director's Report

- I've been working on recruiting more members. Currently there are a total of 38 members and we hope to get more. MCSD's goal is to support Deaf art and culture and we hope to grow as an organization so we can qualify for larger grants and support artists in developing their skills. Things have changed with technology and digital arts and now we're using Zoom for meetings. Before we can support artists they have to become members of MCSD, and then we will be happy to support them. We recently added the option to e-transfer membership fees which makes it so much easier. In order to vote at the AGM you have to be a member.

Discussion:

- Bella Calbay-Martin: Does MCSD have a maximum number of members?
 - There is no maximum number of members, the more members the better.
- Cheryle Broszeit: What is happening with the idea of having a 3-in-1 membership with MCSD, MDA and MDSA?
 - We're currently working on it but it's been delayed because of the pandemic but we hope to continue working on it.
- Judyta Szacilowski: What's the difference between 4M and a 3-in-1 membership?
 - 4M is the four organizations in Manitoba (MCSD, MDA, MDSA & MAVLI) hosting events together, and the 3-in-1 membership would be a joint membership in the three Deaf organizations in Manitoba.

4.2. Treasurer

4.2.1. Reviewed Financial Report

- See attached report
- Not a lot of activity in the past year financially. Not a lot of projects going on but this year we have more projects with the grant we received. Last year we had a workshop and Alice hired someone experienced in teaching dance.
- We recently received a bequest from Suzanne St. Yves which was wonderful as well as some donations including one in memory of Graham Bannatyne. The total amount in donations is \$5812. Membership fees totalled \$865 for 2019. There was a deficit of \$74 in 2018 but because of donations last year we have a surplus for 2019.

4.2.2. Approval of 2020 budget

- See attached budget
- This budget is a projection of what the board expects to spend in 2020.
- We received a \$32,700 grant and we will be using that money for projects this year.
- There might be some admin fees but the exact amounts are unknown.
- There is a mistake on one of the column headers – it says Magic of Arts but should say Magic of ASL. We left the Magic of ASL in the budget in case we can go ahead with it in the fall.
- Question from Rick Zimmer as to whether the interpreting fees on the budget were separate because the CCA now recognizes interpreters as a separate expense. Alice says we can add interpreting on top of other expenses, but in the past you had to fill out a separate form. In 2016 with the Nurturing Deaf Arts weekend a lot of money was spent on interpreting expenses because it wasn't included but now it's all included so we don't have to use other money for that. It's now recognized as a separate expense.

MOTION: To accept the 2020 budget as distributed.

Moved by: Dianne Mondor **Seconded by:** Tim Dans
Carried

5. Projects in 2020

5.1. A New Rhythm: Teaching Dance Beyond Sound

- We had to cancel the interview panel because of COVID-19. Plan B is to do the interview panel using Zoom, record it, and turn it into a video.
- The Royal Winnipeg Ballet (RWB) will provide 3 dance instructors: one jazz, one contemporary, one hip hop.
- Because of physical distancing guidelines it was suggested to record classes and have interpreters interpret the instructions which will be embedded into the video and sent to the dancers to practice. The hope is to get together at the end of June or early July to have a practice or two and then do the filming at the end of July. Then it will go into post-production and hopefully the live videos will be up and running by early 2021.
- Question from Evelyn Richards about how the dance videos will be distributed – will there be a charge or will they be free?
 - They will be free and online, posted on the MCSD and Dance Manitoba websites. Anyone who wants to view them will have to register to watch the videos and to be able to teach Deaf dancers they will have to attend a Deaf Culture workshop run by Joanna Hawkins and Shannon Guile. After the dance instructors attend this workshop, we give them a certificate to say they've completed training and can teach Deaf dancers. Their names will be posted on the MCSD and Dance Manitoba websites as the most qualified people to teach Deaf dancers.

5.2. New Horizons: Digital Accessibility for Deaf Artists

- Alice is working with Jenel Shaw, the Executive Director of Arts AccessAbility Network Manitoba (AANM) to make a package for Deaf artists to show their work online. Artists will be paid no matter what but if CBC/Radio-Canada likes the art they will post it on their website and the artists will be paid more.
- Michael Austria is filming short videos of the artists talking about their art. Michael will compile these videos into one big video and we will have a watch party on Facebook at some point.

- We won't find out if we get the grant for at least six weeks and hopefully the money won't run out before we apply. The deadline is June 15th.

6. Outstanding Business

6.1. Change to Membership (Member & Associate Member)

- Last year Evan Husack made a motion to make a clarification on the membership form and Evan has made that change.
- Dianne Mondor wants to clarify the process of sending membership fees via e-transfer: to become a member you can fill out the form online, then click on the e-transfer button, and then you have to go into your bank account and transfer the money to MCSD. A few people have filled out the form and clicked the e-transfer button and assumed it was done, but you must go into your bank account and send the money. When you do this Dianne can see the money deposited into MCSD's bank account.

MOTION: A step by step video should be made explaining how to pay for MCSD membership via e-transfer.

Moved by: Judyta Szacilowski

Seconded by: Cheryle Broszeit

Carried

7. New Business

7.1. Board Position Change

- The role of Youth Director is very similar to the role of Membership Director. The Youth Director just focuses on bringing in more youth. We thought we could replace the Youth Director position on the board with a Communications Director. MCSD uses many different social media platforms and in the past the Vice President took on the responsibility of managing all the social media but Evan is too busy which is why we need a Communications Director. The role would also involve working on events, helping to book venues and performers, and liaising with the non-deaf arts community. The Communications Director would also make vlogs with messages for the Deaf community about events and changes, etc.

- Cheryle Zimmer: In the past MCSD had a bylaw limiting the number of positions on the board. Once they are all full you can't add more.
 - Evan Husack: The bylaws state we can have 9 board positions, and we currently do, which is why we want to drop the Youth Director position and replace with it with a Communications Director.

MOTION: To replace the Youth Director position with a Communications Director.

Moved by: Cheryle Broszeit

Seconded by: Dianne Mondor

Carried

7.2. Board Elections

Rick Zimmer acted as Nominations Chair.

- Jamie Routledge was voted by acclamation to continue as President.
- Evan Husack was voted by acclamation to continue as Vice President.
- Katie Butz was voted by acclamation to continue as Secretary.
- Dianne Mondor was voted by acclamation to continue as Treasurer.
- Alice Crawford was voted by acclamation to continue as Project Director.
- Crystal Miles was voted by acclamation to continue as Membership Director.

7.2.1. Liaison Director

- Typically the person in this position is hearing or hard of hearing, or they can be Deaf and oral also. A good candidate is someone who can communicate with the arts community in MB (visual arts, dance, theatre, etc.) They have to work with arts organizations to include Deaf artists in the arts community, come up with projects, find mentors for them, and find PD for Deaf artists. Their duties include connecting with organizations such as MAWA, AANM, Ace Arts, MTC, etc. and the person in this position works with the Project Director.
- In the past two hearing people involved in theatre held this position. Shannon Guile was in this position, then went on maternity leave and was busy so she decided to step down from the board. Dianna Rasing was

supposed to replace Shannon but she is very busy and is no longer in this position so the position is now vacant.

- Crystal Miles nominated Evelyn Richards but Evelyn had already left the meeting. **MOTION:** To put this item on hold while the board searches for someone to appoint to the Liaison Director position.

Moved by: Cheryle Broszeit **Seconded by:** Tim Dans

Carried

7.2.2. Communications Director (New Position)

- Dana Zimmer is not willing to accept the position. She is stepping down.
- Cheryle Broszeit nominates Judyta Szacilowski for Communications Director
 - Judyta Szacilowski accepts the nomination and everyone is aware she's a contractor with MCSD
- **Judyta Szacilowski is declared MCSD Communications Director by acclamation**

7.3. Contract Employees on MCSD Board

- Evan Husack: If someone is working for MCSD they can't be a board member also.
- Alice Crawford: On other boards, such as Dance Manitoba, their board members can also work/be on contract for the board as long as there is full disclosure. It's up to our members if they feel comfortable with that. Our community is small and many board members are talented artists who could also use the work with MCSD.
- Cheryle Broszeit: I agree with Alice. We're such a small community and if you're a board member you'd have to step down in order to sign a contract and be paid which doesn't make sense. You should have to sign something for full disclosure. There should be an amendment made that Deaf artists can be on the board and still be paid by MCSD if there is full disclosure.
- Jamie Routledge: I think that while on contract and being paid by MCSD that board member shouldn't be able to vote.

- Judyta Szacilowski: I agree with signing a disclosure agreement and during that time frame that person can't vote.
- Evan Husack: What's important is having full disclosure and if there's a conflict of interest that member shouldn't vote and maybe even leave a meeting during discussions for whatever is a conflict.
- Jamie Routledge: If someone is on the board but a conflict comes up, the Secretary can include in the minutes that the member left the room during the discussion of that portion.
- Evelyn Richards: It's common that employees of an organization can't be on that organization's board, but if someone is on contract they can be on the board but just can't vote for that contract.
- Jamie Routledge: It seems like contract workers can be on the board but can't vote on their own projects.

MOTION: If a board member is offered a contract position with MCSD they can accept it but they must disclose the conflict of interest with the board and cannot vote on anything related to their contract.

Moved by: Cheryle Broszeit

Seconded by: Alice Crawford

Carried

8. Announcements

- Crystal Miles: Are there any 4M events coming up? Maybe it's on hold because of the pandemic.
 - Evan Husack: We're hoping to set up a virtual event and are working on ideas. If anyone is interested let us know.
- Bella Calbay-Martin: What is 4M?
 - Jamie Routledge: 4M is the four organizations in Winnipeg: MCSD, MDA, MDSA, and MAVLI. These four organizations hold monthly events together and often they are free events or affordable and a great opportunity for the Deaf community to get together.

- Judyta Szacilowski: In Edmonton the Deaf community hosted virtual events like quizzes online about the history of the Deaf community. Could be a fun social night idea.
- Evan Husack: The history of 4M – Rita Bomak is an active leader in the Deaf community and all four organizations have national representations: CCSD, CDSA, CASLI, and CDA, and we're the Manitoba contingent. If you want to join all three organizations you have to pay three times so Ontario has a single membership fee, a 3-in-1 membership for all three Deaf organizations who share the fee. We're trying to do that here in Manitoba, completely separate from 4M.
- Crystal Miles: 3-in-1 membership is also a good way to share information with everyone.
- Jamie Routledge: There are many benefits to a 3-in-1 organization. Evan is on a committee that's working on it.

9. Adjournment

Jamie Routledge adjourned the meeting at 7:11 pm.

**MANITOBA CULTURAL SOCIETY OF THE DEAF INC.
STATEMENT OF FINANCIAL POSITION
UNAUDITED**

	December 31	
	2020	2019
ASSETS		
Bank	\$ 23,714	\$ 25,146
Account Receivables	15	-
GIC Investment	40,680	15,000
	\$ 64,409	\$ 40,146
LIABILITIES		
Accounts payable & accruals	\$ 55	\$ 2,313
Deferred Revenues	26,598	23
Specified Contribution	561.68	930
	\$ 27,215	\$ 3,265
Endowment Contribution	\$ 15,680	\$ 15,497
	\$ 21,514	\$ 21,383
NET ASSETS	\$ 64,409	\$ 40,146

APPROVED BY THE BOARD/MEMBERS:

Jamie Routledge, President

[Signature], Treasurer

Date: February 12th, 2021

Date: January 30/21

Reviewed by: [Signature]

Date: January 30, 2021

MANITOBA CULTURAL SOCIETY OF THE DEAF(MCSD) INC.
STATEMENT OF OPERATIONS AND CHANGES IN NET ASSETS
UNAUDITED

	Year ended December 31	
	<u>2020</u>	<u>2019</u>
Revenue:		
Government Grants	\$ 26,824	\$ -
Memberships	1,325	865
Net Event revenue/fundraising proceeds	117	186
Donations	620	5,812
Other miscellaneous recovery/revenue	469	1,551
Total revenue	<u>\$ 29,355</u>	<u>\$ 8,414</u>
Expenditures:		
Professional fees	\$ 5,495	\$ -
Advertising/Promotion costs	838	563
Production/Exhibition Expenses	13,389	204
Space/equipment rental costs	143	-
Interpreting fees	6,641	641
Refreshments	-	16
Affiliate/membership fees/Annual Return	280	300
Insurance	1,601	819
Office/supplies/meeting expenses/fees	830	707
Bank Service charges	7	122
Total expenditures	<u>\$ 29,224</u>	<u>\$ 3,371</u>
Surplus or (Deficit) at year end	<u>\$131</u>	<u>\$5,042</u>

Net assets		
Net assets, begin of year	\$ 21,383	\$ 16,341
Excess (deficiency) of revenues	<u>\$131</u>	<u>\$5,042</u>
Net assets, end of year	<u>\$ 21,515</u>	<u>\$ 21,383</u>

MANITOBA CULTURAL SOCIETY OF THE DEAF(MCSD) INC.						
<u>STATEMENT OF OPERATIONS</u>						
<u>BUDGET FOR 2021</u>						
		A New Rhythm: Teach Beyond Sound	A New Rhythm: Dance Beyond Sound	Emergency Fund		
	MCS D	CAA Project Program	MAC Project Program	CAA Project Program	Magic of ASL	Total
	Budget	Budget	Budget	Budget	Budget	Annual Budget
Revenue:						
Government Grants	\$-	\$ 13,336	\$ 5,040	\$ 8,200	\$ -	\$ 26,576
Memberships	1,330	-	-	-	-	1,330
Net Event revenue/fundraising proceeds	300	-	-	-	5,000	5,300
Donations	600	-	-	-	1,000	1,600
Product sales	200	-	-	-	100	300
Other miscellaneous recovery/revenue	500	-	-	-	1,500	2,000
	\$ 2,930	\$ 13,336	\$ 5,040	\$ 8,200	\$ 7,600	\$ 37,106
Expenditures:						
Artistic/professional fees/honorariums	\$-	\$ 3,069	\$ 2,786	\$ 3,495	\$ 3,100	\$ 12,450
Production/publication costs	-	746	-	-	1,000	1,746
Advertising/Promotion costs	135	82	-	4,000	1,000	5,217
Space/equipment rental costs	-	487	-	-	1,500	1,987
Interpreting fees	350	5,000	2,189	600	500	8,639
Project Administration	-	3,781	-	-	-	3,781
Refreshments	60	-	-	-	300	360
Affiliate/membership fees	280	-	-	-	-	280
Insurance	1,700	-	-	-	-	1,700
Office/supplies/meeting expenses/fees	350	-	-	-	102	452
Bank Service charges	55	-	-	-	-	55
Admin fee	-	171	65	105	98	440
	\$ 2,930	\$ 13,336	\$ 5,040	\$ 8,200	\$ 7,600	\$ 37,107
	-	(1)	0	(0)	0	(1)