



Progress Report

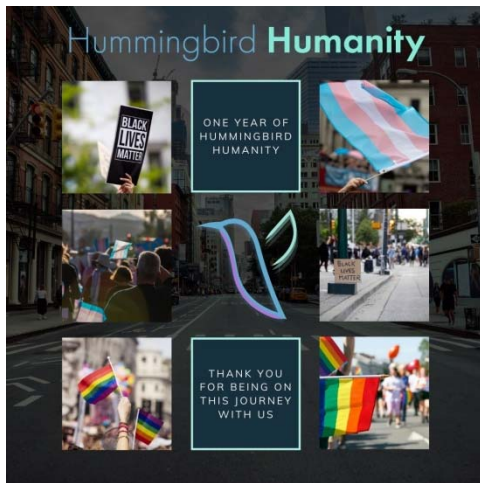
July 7, 2021

New Partners & New Resources for the Dickens Fair Community

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1. New ~ Red Barn welcomes DEI firm Hummingbird Humanity



Red Barn Productions has engaged [Hummingbird Humanity](#) to partner, guide, and challenge us as we work to create a safe, respectful, representative, and inclusive environment and community in everything we do at The Great Dickens Christmas Fair.

As part of their work, which includes advising us on DEI-related decisions and formulating an enhanced plan for DEI, Hummingbird is developing a survey, to be launched by mid-July, that will be shared with all members of our community. The survey administration will be managed directly by Hummingbird to ensure anonymity. They will only

be sharing themes and insights with Red Barn leadership. Additionally, Hummingbird will have conversations with individuals across our community.

The survey and conversations are to ensure your voices are heard, and included, as we take steps forward, together. With that in mind, Hummingbird will also help us with launching

the DEI Advisory Roundtable by the end of the summer, to ensure representation from our community is engaged as we move forward with our DEI efforts.

The lead Hummingbird consultant working with us is JD Valladares-Williams (he/they), a social justice expert who identifies as a QPoC (Queer Person of Color) immigrant, and they will be supported by members of the Hummingbird team when additional expertise and/or lived experiences are needed.

[Click here](#) to read more about the Hummingbird team and their philosophy. Core to their belief is that creating human-centered work and play spaces begins with making decisions informed by members of those communities. To see some of their work, they recently released a paper titled *Representation Matters: Reframing Diversity & Inclusion for Today's Workplace* which you'll find [here](#).

2. New ~ Red Barn welcomes HR Consultant Martin Bell

After an extensive search and several recommendations, we are pleased to introduce [Martin Bell \(he/him/his\)](#), SHRM-SCP. Mr. Bell was referred to us through the Civic Light Opera community. A trained opera singer, he studied at the New England Conservatory of Music in addition to earning a degree in Political Science and German Language and Literature from the University of Massachusetts, Amherst. Mr. Bell now specializes in helping startups, early-stage ventures, non-profits, and mature organizations looking to scale, target, attract, and hire outstanding talent. He is also a certified Senior HR professional and licensed by the Society of Human Resource Management in general HR including employee engagement, employee relations, processes and procedures, compliance, and auditing.

3. New ~ Red Barn welcomes Leadership DEI Consultant Allison Briscoe-Smith, Ph.D.

For the past two months the Red Barn administrative team has benefitted from the insights and advice of Dr. Allison Briscoe-Smith (she/her/hers). Dr. Briscoe-Smith earned her undergraduate degree from Harvard University. She then received her clinical psychology Ph.D. from University of California Berkeley and went on to continue her specialization in trauma and ethnic minority mental health through internship and postdoctoral work at University of California San Francisco/San Francisco General Hospital. Formerly a professor and the Director of Diversity, Equity and Inclusion at the Wright Institute, she provides consultation and training to Bay Area nonprofits and schools on how to support trauma informed practices and cultural accountability.

Dr. Briscoe-Smith was recommended by Red Barn consultant and consent trainer, psychologist [Dr. Tara Rech](#). As Red Barn continues to develop its 4th season of training programs with Dr. Rech, we look forward to including the guidance of [Dr. Briscoe-Smith](#).

4. New ~ Red Barn Productions Advocacy, Training & Resources



Over the last six months key Red Barn staff and partners have participated in webinars, group dialogues, and empathetic learning sessions centered around diversity, equity, and inclusion. Most recently we joined [Coming To The Table](#) (CTTT) to engage in restorative justice work, and [Americans for the Arts](#) for the learning opportunities found in their [Cultural Equity Resource Center](#).

Going forward, and with the help of our new DEI firm and HR consultant, we will be continuing the process of re-evaluating and restructuring the way in which we operate as individuals, as businesspeople, and as community leaders. Your ongoing feedback and participation is integral to this process.

And if you haven't done so already, please visit the [Red Barn Productions Community page](#) which includes a robust list of [Anti-Racism Resources](#).

5. Update ~ Participant Survey Results

The first ever Participant Survey was a huge success. Out of 1,560 invitations sent to our 2019 registered participants, we received 632 completed surveys, over 40%. In the spirit of transparency we are sharing the complete results with you: [DCF21 Participant Survey June Results.pdf](#). As stated previously, this survey was 100% anonymous.

In addition to capturing valuable demographic information, we learned important information about how we feel about events in the COVID-19 world. The next survey will be done by Hummingbird Humanity. We hope you will take the time to participate!

6. Update ~ RBP 2021 Calendar & Timeline

Transparency and clarity are top priorities in our commitment to inclusiveness. Updates are highlighted in **YELLOW** below. Completed topics/actions are in **GREY**.

Month/Date	Department(s)	Topic/Action
May/June	HR	Soliciting recommendations for an experienced and highly qualified HR advisor from HR professionals and firms. This advisor may transition to the HR Director position in time.
May 15	HR/DEI	First Requests For Proposal (RFP) sent to DEI Firms
May 24	HR/DEI	RBP Staff attend the ArtEquity workshop "Strategies for Change: Becoming an Antiracist Organization"
May 26	HR/DEI	Select RBP Staff attend the Epoch workshop "Recognizing and Interrupting Manifestations of Privilege"
June 4	HR/DEI	Dickens Participant Survey (through SurveyMonkey)

Month/Date	Department(s)	Topic/Action
June 15	HR/DEI	Proposals begin to come in from DEI Firms
June/July	HR/DEI	Select a DEI firm
July 15	Admin/Ops	2021 Live Event Go/NoGo Decision Announcement (date change)
July 15	Entertainment	Show/Group Proposal Form Finalized and Distributed (if live event)
July 15	Vendors	2021 Vendor Applications available online (if live event)
July 30	HR	dickensfair.com - Participant Portal (Version 1) to go live, including a new system for submitting ideas, concerns, and Incident Reports
July/August	HR/DEI	Hummingbird Humanity - Assessment (including new participant survey), Analysis, and Report. First Draft of the RBP DEI Plan.
August	HR/DEI	The DEI Advisory Roundtable Temporary Working Group (TWG) formed, scheduled & completed. Aim is to decide on rules and composition of the future DEI Advisory Roundtable.
August 13	Entertainment	Show/Group Proposals Due (if live event)
August 13	Vendors	2021 Vendor Applications Due (if live event)
August 30	HR/DEI	DEI Advisory Roundtable membership, guidelines, and schedule announced
August	HR/DEI	Hummingbird Humanity provides advice and support for DEI Plan Rollout and Implementation.
Aug/Sept	Entertainment	Auditions Notices and In person Auditions (if live event)
Sept	HR/DEI	DEI Advisory Roundtable - First meetings held
Sept/Oct/Nov	HR/DEI	DEI Training for RBP Leadership Team, Directors, and others; begin Monitoring & Evaluation (M&E) Measures.
October 30	Entertainment	LHC Workshops Begin in Pacifica (if live event)
Oct/Nov	HR/DEI	Anti-harassment and DEI education workshops offered online. REQUIRED for all 2021 Gate Pass recipients.
November 14	Entertainment	Dress Rehearsal at the Cow Palace (if live event)
November 20	Operations	2021 Dickens Fair Opening Day! (DFH if no live event)

Here is the link to the Dickens Fair Participant Google Calendar if you would like to follow along: [Dickens Fair Participant Calendar](#)

7. Update ~ Affinity Group Contact Information

At the June 10th Directors Meeting, a request was made to provide contact information for the DCF Affinity Groups. The groups listed below emailed Red Barn directly to inform us of their affiliation and provide a means of contact. We have learned that affinity groups are one aspect of creating a diverse and socially just world. They can help to create a safe space for people to have their voices heard, which is equally as important as the collaborative efforts between different groups of people towards creating equity for all. Allies are people who may not identify with a certain affinity group, but want to support the equal rights of people from that group. Ally work and affinity work are both important aspects of creating social equity. Please reach out to these members of your community to learn more. Here is the list:

The Barry Society (transgender & nonbinary): barrysociety.communications@gmail.com

Delegation of Indigenous Americans, London: indigenoustdcf@gmail.com

Disabled at Dickens: disabledatdickens@gmail.com

Gentleman Jack (LGBTQ+): gentlemanjack.dcf@gmail.com

Jews of London: jewsatdickens@gmail.com

Latinx de Londres: Latinxdelondres@gmail.com

Londoners of the African Diaspora: blackatdickens@gmail.com

SWANA at Dickens (South West Asian and North African): SWANAatDickens@gmail.com

Order of the Golden Needle (neurodivergent participants): ogn.dickens@gmail.com

Society of the Limehouse District, Asian Pacific-Islander Heritage: sold.dcf@gmail.com

Survivor Advocacy and Support Society: survivorsatdickens@gmail.com

Women & Trans Femmes: contact information TBD

8. Update ~ Red Barn Contact Information

RBP Year-Round Staff

Producer & CEO, Kevin Patterson: kevin@redbarnproductions.com

Producer & CFO & Vendor Coord., Leslie Patterson: leslie@redbarnproductions.com

Producer & Production Manager, Andrew Patterson: drew@redbarnproductions.com

RBP Seasonal & Part-Time Participant Management Staff

Entertainment Director, Cat Taylor: dickensfair@cattaylor.com

Operations & Security Manager, Mark Solum: mark@praetorianusa.com

Communications & Marketing Director, Shannon Damnavits: shannon@matraxeventgroup.com

Archivist, Ed Herny: edphemra@pacbell.net

Costume Designer, Liz Martin: pinkdepforddoll@gmail.com

Living History Centre Participant Management Staff

Education Director, Robert Young: robert@livinghistorycentre.org

External Consultants

HR Consultants & Trainers, Dr. Tara Rech & Dr. Michi Fu: minddoc123@gmail.com

Human Relations Consultant, Martin Bell: mbell@ppirecruiting.com

DEI Consultancy Firm, Hummingbird Humanity: hummingbirdhumanity.com

DEI Consultant, Dr. Allison Briscoe-Smith: drbriscoesmith.com

Feedback

Please let us know at office@dickensfair.com if you have items you would like us to include in the next Progress Report, and if you have any questions or concerns.

Other Recent Important Communications

The above Progress Report, as well as additional resources and prior Progress Reports, are currently available on the Red Barn Community page, and will be available through our Participant Portal in the future.

<https://redbarnproductions.com/community/>.

Thank You!

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