



Conseil des Arts  
du Canada

Canada Council  
for the Arts



diversité artistique montréal

**A Directory of Organizations Providing Support Services to  
Culturally Diverse Artists in Quebec**

ORIGINAL VERSION  
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## INTRODUCTION

In recent years, the concept of cultural diversity has been at the forefront of discussions in the arts and cultural sector of Quebec and the rest of Canada. Every year, Canadian society welcomes thousands of new comers from around the world who enrich our common heritage beaming with multiple cultural influences. In addition to new Canadians are communities residing in Canada for generations who continue to contribute to this pluralistic cultural landscape. In recent years, the cultural and artistic contribution of Aboriginal people has also gained increased recognition. In the face of an ever evolving cultural landscape, the arts and cultural milieu in Quebec has recognized the importance of addressing the situation of minoritized populations whose culturally diverse heritage and identity are under-represented in its milieu. Over the last decade, a host of initiatives have aimed to break down the barriers faced by these individuals in gaining access to the professional world of arts and culture.

In recognising the changing demographics in Quebec and the contribution of artists from diverse cultural heritages to the artistic milieu of Quebec, the Equity Office of the Canada Council for the Arts (CCA) initiated a partnership with *Diversité Artistique Montréal* (DAM) to map out service provision to culturally diverse artists in Québec.

**The Equity Office** advances the guiding principle of equity throughout the Canada Council to positively impact the Canadian arts sector and through it, the general public. It works to increase equity of access to Canada Council's grants and services for professional artists and arts organizations. It does this by collaborating with all divisions of the Council and consulting with arts communities and other stakeholders to develop policies, programs and strategies. Each division at the Council is accountable for implementing equity practices; the Equity Office plays a leadership role to coordinate the approach and analysis.

**Diversité artistique Montréal (DAM)** is a non-governmental organization. Its mandate is to :

- Promote cultural diversity in the arts and culture; and
- Maintain an active and critical watch over the policies and actions of arts and culture authorities.

To accomplish this mission, DAM has adopted the following objectives:

- To foster closer relations between artists of diversity and Montreal's cultural institutions;
- To build connections between artists through networking and mentoring;
- To sensitize the cultural milieu to the systemic barriers present in the equitable development of artists and organizations of cultural diversity;
- To promote the needs of these artists and organizations to governments, cultural promoters (public and private) and the media;
- To encourage professional associations, cultural institutions and public bodies to diversify the composition of their members and personnel;
- To encourage producers, presenters and broadcasters to diversify their programming, their casting and their public.

DAM belongs to a large community of interest dedicated to the issue of cultural diversity in Quebec. This community is made up of many types of organizations that operate in various ways to promote a pluralistic society, in which people from diverse cultural backgrounds, their artistic practices and their contemporary creations have an equal chance to be heard.

Few initiatives to date have taken an inventory that would present a complete picture of organizations working on issues related to diversity in the arts sector in Quebec. Since the issue of cultural diversity is extremely broad and the means employed by these organizations are similarly extensive, the CCA's Equity Office and DAM have opted to restrict this project to organizations providing direct services to culturally diverse artists in the province of Quebec, in order to help them gain access to the professional arts sector.

The goal of the CCA's Equity Office and DAM is twofold: first, to provide culturally diverse artists with a directory of the resources they can access in order to guide and assist them in developing their careers; and second, to provide all organizations working in this sector with information on the initiatives implemented by other organizations, so they can align their activities with the other services available in Quebec.

### **Culturally diverse artists**

This directory must first define its parameters for the term "culturally diverse artists." Defining this group of artists could be challenging, as any attempt to reflect the heterogeneous character of the artists' work and cultural heritage inevitably runs up against the limits of what can be conveyed by a concise definition.

For this reason, the definition used is not intended to present the target audience as a sociologically homogeneous group, but to highlight a similarity in the barriers they encounter in gaining access to the resources available to artists in Quebec.

For example, in its advocacy statement, DAM often refers to what it calls systemic obstacles to the development of these artists' careers. This echoes the CCA's approach in establishing the Equity Office to develop strategic measures that would improve the situation of artists historically disadvantaged within the existing system.

From analyzing funding gaps, the Equity Office identified racialized groups that required specific and proactive equity measures, therefore its programs pay particular attention to Canadian artists of African, Asian, Latin American, Middle Eastern or mixed racial heritage, as well as their artistic practices.

Both the CCA and DAM underline the importance of adopting a broad and inclusive definition; the list above serves as a guideline only, and in no way excludes artists who do not claim affiliation with one or another of these communities. The intention is to address all artists who choose to self-identify as culturally diverse.

Aboriginal artists will be able to find helpful career development resources in the following pages. However, services specifically designed for this clientele were considered to be beyond the scope of this directory.

### **Services to artists**

This directory lists and analyzes only those services for which individual artists can apply — within the limits of program criteria — without an intermediary. An artist can thus contact each of the organizations listed here to obtain services that are provided free or at minimal cost. These services range from coaching and mentoring to information dissemination and advocacy, and include all types of professional services that improve artists' working and living conditions without involving creation of the artistic product itself. Such creative activities lie outside the scope of this directory, as do dissemination or education activities. The focus here is on services that contribute to an artist's professional development and not directly to creation and production of the art. The creation, production or dissemination of the works of culturally diverse artists could each eventually be the subject of a fully dedicated study, since they are very broad fields.

Further, this report deals with non-commercial activities only and excludes those with a patently commercial purpose. In terms of geographical scope, the inventory includes only organizations that offer their services principally to artists living in Quebec.

### **Organization of the report**

The directory will consist of two sections. The first section presents a table of the organizations serving culturally diverse artists and details their various services. The second section establishes categories for these services and classifies them by type.

## **1. SERVICE ORGANIZATIONS**

The following presents an overview of organizations offering direct support services to culturally diverse artists in Quebec. The organizations listed have been selected because they meet all three of the following criteria:

- they offer services directly to professional artists
- they have developed one or more programs specifically for culturally diverse artists OR have demonstrated that they can adapt their services to the specific needs of these artists; and
- they offer services to artists living in Quebec.

While these criteria were adopted as the basis for providing a complete picture of services specifically intended for culturally diverse artists, it quickly became apparent that restricting the directory solely to organizations offering programs designed exclusively for this clientele would exclude a number of organizations that work with these artists on a day-to-day basis. The second selection criterion was therefore expanded in order to obtain a broader picture that better reflects the scope of services available to culturally diverse artists in Quebec.

For presentation purposes, the organizations have been grouped into three categories:

- governmental or quasi-governmental
- non-governmental with general mandates
- non-governmental with specific mandates

In each category, the organizations are listed alphabetically with no judgement implied concerning the relevance of the services offered. Non-governmental organizations have been divided into two separate categories given above, to distinguish services offered to all artists, regardless of discipline, language, gender or ethnocultural origins, from services designed for specific client groups.

The following table therefore constitutes a directory of services available to culturally diverse artists to assist them in developing their careers. **Please note that the complete range of services available to these artists is clearly much more extensive because, like all Quebec artists, they can access all services and funding programs available to artists in the province.**

### The Canada Council for the Arts

#### Brief Description of the Organization:

The Canada Council for the Arts is a federal, arm's length Crown corporation created by an Act of Parliament in 1957 (*Canada Council for the Arts Act*) 'to foster and promote the study and enjoyment of, and the production of works in, the arts.

The Canada Council offers a broad range of grants and services to professional Canadian artists and arts organizations in music, theatre, writing and publishing, visual arts, dance, media arts and integrated (multidisciplinary) arts. It also seeks to raise public awareness of the arts through communication, research and arts promotion activities.

The Canada Council awards prizes and fellowships every year to approximately 200 artists and scholars. The Canadian Commission for UNESCO and the Public Lending Right Commission operate within the Canada Council.

#### Equity Office:

While all programs at the Canada Council encourage applications from culturally diverse and Aboriginal communities, the Equity Office advances the guiding principle of equity throughout the Canada Council to positively impact the Canadian arts sector and through it, the general public. It works to increase equity of access to Canada Council's grants and services for professional artists and arts organizations. It does this by collaborating with all divisions of the Council and consulting with arts communities and other stakeholders to develop policies, programs and strategies. Each division at the Council is accountable for implementing equity practices; the Equity Office plays a leadership role to coordinate the approach and analysis.

The Equity Office was created in 1991 to improve access to the Council's programs for all Canadian artists and to promote diversity in the arts to better reflect the multicultural reality of the country. Its initial mandate to advance racial equality in the arts has been broadened in accordance to the Strategic Plan (2008-11).

#### The Equity Office's current responsibilities include:

- Maintaining a strategic focus on supporting Canadian artists of African, Asian, Middle Eastern, Latin American or mixed racial heritage, and their artistic practices.
- Working closely with the Aboriginal Arts Office to integrate the distinct history, experience and contributions of Aboriginal artists into a wider equity framework.
- Promoting integration and access for artists with disabilities into the Council's processes and programs.
- Contributing to policy development for official language minority communities.

### The Canada Council for the Arts

#### Principal Services Provided to Culturally Diverse Artists:

##### **Capacity Building Initiative – Equity Office**

The Capacity Building Initiative responds to specific challenges faced by culturally diverse artists and arts organizations, by improving funding and access to development opportunities in these artistic communities. It targets organizations that demonstrate artistic merit, leadership and creative engagement with their cultural communities. The initiative includes a competitive grant program that has the following components:

1. Capacity Building Grants for Culturally Diverse Arts Organizations
2. Community Capacity Building Grants for Culturally Diverse Arts Organizations
3. Travel Grants for Stand Firm Participants
4. Professional Development Travel Grants for Culturally Diverse Arts Organizations.

##### **Stand Firm Initiative – Equity Office**

In 2002, the Canada Council launched the Stand Firm Initiative, which is a parallel set of activities that supports the Capacity Building Initiative. The Stand Firm Initiative supports culturally diverse arts organizations that are receiving Capacity Building Grants for Culturally Diverse Arts Organizations to engage in peer-to-peer learning, professional development and networking.

This initiative provides tools and shares good practices to assist grant recipients to make best use of the grant funds. Applicants that are successful in obtaining Capacity Building Grants for Culturally Diverse Arts Organizations are invited to join the Stand Firm network.

##### **Assistance to Culturally Diverse Curators for Residencies in the Visual Arts – Visual Arts Section**

This initiative supports professional development in all aspects of curatorial practice in the visual arts for culturally diverse curators at their chosen host institution. For this program, the visual arts include painting, sculpture, mixed media, installation, media arts, new media, photography and craft. The purpose of this program is to expand the national pool of curatorial professionals who are of African, Asian, Latin American and Middle Eastern origin, and to advance knowledge and expertise in Canadian visual arts institutions.

Please note that the Canada Council for the Arts offers several designated programs for Aboriginal artists and arts organizations. See the following link for more information :

<http://www.canadacouncil.ca/aboriginal/>



### The Canada Council for the Arts

**Contact Information:**

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### ***Conseil des arts et des lettres du Québec (CALQ)***

#### **Brief Description of the Organization:**

The CALQ promotes and supports the development of the arts and literature in Quebec. Through its initiatives, it ensures respect for the status of professional artists and the enhancement of the socio-economic conditions of Quebec artists, writers and cultural workers. In this way, it espouses the Quebec government's key policy directions concerning social and legal recognition of artists and writers. Through its initiatives, the CALQ fosters access by all Quebecers to art works and artistic productions.

#### **Principal Services Provided to Culturally Diverse Artists :**

##### ***Vivacité Montréal Program*** (for FYs 2007-2008, 2008-2009 and 2009-2010)

*Vivacité Montréal* is a grant program for young immigrant or visible minority professional artists living in Montreal.

The program seeks to:

- support artistic projects that contribute to the professional development of young artists
- encourage artistic and literary initiatives carried out in collaboration with professional artistic environments in the Montreal region
- encourage the realization of projects that foster access by Montrealers to the artistic works and productions of the upcoming generation of artists.

This initiative has been made possible through a partnership with the following seven organizations: the Canada Council for the Arts; the *Conférence régionale des élus de Montréal*; The Foundation of Greater Montreal; the Quebec department of immigration and cultural communities (MICC); the Quebec department of culture, communications and the status of women (MCCCF); the *Conseil des arts de Montréal* ; and the *Forum jeunesse de l'Île de Montréal*.

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### ***Conseil des arts de Montréal (CAM)***

#### **Brief Description of the Organization:**

A dynamic partner of Montréal artistic creation, the Conseil des arts de Montréal supports and recognizes excellence in professional artistic creation, production, and distribution through financial support, advice, cooperative and development actions. For over 50 years, Conseil des arts de Montréal has contributed to establishing Montreal as a cultural metropolis.

Since 2003, CAM has taken actions to maximize its support of culturally diverse artists. In 2004, CAM created a 30-member independent advisory group (the Delegation for Cultural Diversity in the Arts) who would later become the independent *Diversité Artistique Montréal*, in 2006. Today, DAM receives an annual grant from CAM and the organization's offices are located in the *Maison du Conseil des arts de Montréal*.

The *Policy for the Promotion and Development of Cultural Diversity in the Arts*, adopted by CAM in 2006, outlines four themes: recognition, professional development, participation and dialogue. In 2009, within its 2009-2012 Strategic Plan, CAM decided on supporting three priorities: innovation, emerging artists and cultural diversity.

With these orientations, its policy, several projects, different partnerships and various services of coaching and information, CAM wants to facilitate the integration of artists issued from cultural diversity. It also wants to encourage fair and impartial recognition of the many creative forms and professional artistic practices in Montréal.

#### **Principal Services Provided to Culturally Diverse Artists:**

##### **Orientation**

- Identify and meet with creators
- Learn about and inventory their practices
- Help artists take their first steps in the process of adapting and integrating into Montreal's socio-professional arts sector.
- 

##### **Referral**

- Provide access to information on the various resources and services available for professional artistic creation across the island of Montreal.

##### **Coaching (professional development)**

- Counsel artists on how to apply for grants and bursaries
- Make artists more aware of self promotion
- Coach artists on the basic concepts business in the arts with sponsorship requests, for example.

##### **Professional integration**

- Promote the teaming up of artists, the various professional organizations in the arts sector and government agencies that offer funding for creation

##### **Networking**

- Help artists establish professional contacts among their peers.

### ***Conseil des arts de Montréal (CAM)***

#### **Principal Services Provided to Culturally Diverse Artists (continued):**

##### **Programmes and partnerships:**

##### **Conseil des arts de Montréal en tournée**

Since 1983, the *Conseil des arts de Montréal en tournée* program has aimed to promote and support the arts across the Island of Montreal, while enabling arts companies to increase their visibility. Since 2007, *Conseil des arts de Montréal en tournée* ascertain that the quarter of the artistic proposals reflect cultural diversity in the arts. The culturally diverse organisations have also access to various services (referral, coaching for cultural management, and networking).

**167 Worlds to Discover - Directory of Artistic Diversity in Montreal** – Partners of the CAM: Conseil des relations interculturelles du Québec, Conseil interculturel de Montréal and Diversité artistique Montréal,

Spearheaded by CAM in collaboration with partners, the directory was publish in 2008 and features the profiles of 167 artists from various cultural minorities, First Nations and artists whose practice reflects a diversity of artistic expressions. The directory's online version, webcasted by DAM, is in constant growth with the addition of new artists.

**The Diversity Award** – Partners of CAM: CBC Radio 2, MAI (Montréal, arts interculturels), Place des Arts and Vision Diversité.

The five partners have come together to offer this award to an artist or artists' collective from Montreal's cultural diversity working in the world-music sector. Over the course of a one-year circuit, the winner will benefit from the partners' help and support in the areas of creation, production, dissemination, and touring. With this award, the Conseil des arts de Montréal and its partners wish to encourage the full participation of all artists in the city's artistic life and give a boost to their professional career. Furthermore, this award can help diversify audiences in Montreal's various presentation venues. The estimated value of the award is \$25,000.

**Program Vivacité Montréal** – Partners of CAM: Conseil des arts et des lettres du Québec, Canada Council for the Arts, Conférence régionale des élus de Montréal, Foundation of Greater Montreal, ministère de l'Immigration et des Communautés culturelles, ministère de la Culture, des Communications et de la Condition féminine, Forum jeunesse de l'Île de Montréal and Fondation du maire de Montréal.

This program is created for immigrants with a profesional training or creators issued from a visible minority.

### ***Conseil des arts de Montréal (CAM)***

#### **Principal Services Provided to Culturally Diverse Artists (continued):**

##### **Program *Prélude*** – Partners of the CAM: Cirque du Soleil, TOHU

The program provides artistic and professional development support for culturally diverse artists who lived in the St-Michel neighbourhood. Artists will benefit from financial and logistic support from the Cirque du Soleil's Cultural Action. Also offered to the artists are personalized artistic accompaniment by a TOHU mediator along with a specialized accompaniment for all things relating to resource access and career professional development & management. This second accompaniment will be offered by CAM's Liaison and Development Officer for the Cultural Diversity in the Arts. CAM's will also make its rehearsal studios available to the artists. *Prélude* is the first program from a partnership between CAM and the neighbourhoods from Montreal Island.

##### **Program *Ateliers studios Saguenay-Montréal*** – Partners : Conseil des arts et des lettres du Québec and Conseil des arts de Saguenay.

Thanks to this new program, Montrealer artists working in new medias and from the cultural diversity will receive a \$10 000 bursary. This sum covers the cost for a three month residency in an artist's center in the Ville de Saguenay. In parallel, an artist from Saguenay will also receive a bursary for a comparable residency in Montreal at the Oboro Center.

#### **Contact Information:**

##### ***Conseil des arts de Montréal***

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### National Film Board of Canada (NFB)

#### Brief Description of the Organization:

The National Film Board of Canada (NFB) produces and distributes bold and distinctive social issue documentaries, auteur animation, alternative drama and innovative digital content that provide the world with a unique Canadian perspective. Since the NFB's founding in 1939, it has created over 13,000 productions and won over 5,000 awards, including 12 Oscars and more than 90 Genies.

#### Principal Services Provided to Culturally Diverse Artists:

##### Equity fund for technical training in production and post-production

N.B. The allocation of the training program funds is currently being reviewed. As soon as the review is complete, new information will be available on the NFB's website.

The NFB's Equity Training Program supports the professional development of members of employment equity designated groups (persons with disabilities, Aboriginal peoples and members of visible minorities) who want to take a training course or placement to consolidate or develop their technical and creative knowledge in a field related to producing films or videos.

The regular program is for filmmakers who want to develop their careers in a concrete way. It is not for students, and trainees must be Canadian citizens or permanent residents of Canada.

#### Contact Information:      **National Film Board of Canada**

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### ***Carrefour jeunesse-emploi de la Capitale Nationale (CJECN)***

*Carrefours jeunesse-emploi* (CJEs) are found in all Quebec regions. They offer various services to help young people join the adult labour force. For the purposes of our study, this document only lists the CJEs that have developed specific programs for artists.

#### **Brief Description of the Organization:**

The *Carrefour jeunesse-emploi de la Capitale Nationale* (CJECN) supports young adults (aged 16-35) in their efforts to improve their life situation, particularly by making them more employable.

The organization is known for welcoming all young adults regardless of socio-economic status as well as for its overall approach, which takes into consideration all the living needs and conditions of its young adult clients.

This CJECN's specific objectives are to:

- develop services and offer them mainly to youth from Taschereau, Limoilou and Vanier (except for the area north of Chauveau Avenue)
- develop their employability by integrating them into the labour force, upgrading their academic record, or involving them in youth entrepreneurship or other innovative youth projects
- encourage partnering with community organizations to optimize the variety and quality of the services provided to youth
- promote the place of youth in society so as to enable them to fully and actively fulfill their roles as citizens.

The CJECN is a multi-service centre that refers youth to all the internal or external services that can help them.

### ***Carrefour jeunesse-emploi de la Capitale Nationale (CJECN)***

#### **Principal Services Provided to Culturally Diverse Artists:**

##### **Artistic career management**

The CJECN's 12-week Artistic Career Management program is offered twice a year (in fall and spring). Its main purpose is to provide the region's emerging artists with tools for achieving their professional objectives. By calling on the services of many specialized trainers and coordinators who are themselves professional artists, the project enables participants to become familiar with the various aspects of an artistic career. The program runs 25 hours per week for 12 weeks.

Participants must be under 35 years of age, available Monday to Friday, and eligible for Emploi-Québec financial support during training.

The training consists of six components that explore the various aspects of a professional arts career in depth.

- Skills and knowledge assessment
- Knowledge of the community
- Self-management and effective tools
- Promotion and communication
- Legal requirements
- Budgeting and funding

##### **Individual interviews**

The CJECN also offers individual counselling sessions to artists who want to obtain information and advice about their artistic projects.

#### **Contact Information:**      ***Carrefour jeunesse-emploi de la Capitale Nationale***

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### ***Carrefour jeunesse-emploi Centre-Sud / Plateau Mont-Royal / Mile-End***

#### **Brief Description of the Organization :**

Located in the heart of Montreal's Plateau Mont-Royal, a district providing many employment assistance and support resources, this CJE works with the youth in its area in a way that complements existing resources, in a spirit of respect for each agency's form of expertise.

Together, the CJE and its partners work to support youth with personalized coaching to obtain employment.

The CJE's mission is defined in the following objectives:

- Consolidate resources by recognizing existing expertise and avoiding service duplication
- Support and guide youth in their efforts to integrate into society through employment, training, maintenance or further education
- Promote services (in areas such as employment assistance, psychosocial services, addiction and housing) to facilitate the socio-occupational reintegration of youth
- Identify new needs, harmonize efforts and form partnerships with the stakeholders concerned.

#### **Principal Services Provided to Culturally Diverse Artists :**

##### **Projects for artistic clients**

The art projects were developed to meet the need of artistic clients, who reside for the most part on the Plateau-Mont-Royal. Many artists were asking the CJE staff for information about the possibilities of earning a living from their art and the means to do so. As a result, the CJE developed special projects for its arts clients, particularly the *Concours Portfolio*. This project consists of a set of workshops and other forms of training for participating artists to equip them for their job search. The participating artists can also attend individual follow-up sessions to help them in their career. At the end of the project, the artists are invited to submit a portfolio of their work, which is then evaluated by a jury of arts professionals. In certain cases, the projects can also include a dissemination aspect.

##### **Individual interviews**

This CJE offers artists less than 35 years of age the possibility of meeting an artistic advisor. Whether to validate a project and/or its feasibility learn about grants or other financial support programs or discover resources and organizations operating in the culture and arts fields, the centre's specialists are on hand to advise artists about the resources available to improve their employability. This service consists of at least two meetings, but may involve more, depending on the needs of the particular artist concerned.

##### **Documentary resources**

One section of this CJE's resource centre is specifically reserved for arts and culture topics.

### ***Carrefour jeunesse-emploi Centre-Sud / Plateau Mont-Royal / Mile-End***

**Contact Information:**     ***Carrefour jeunesse-emploi Centre-Sud /  
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### ***Carrefour jeunesse-emploi Montréal Centre-ville***

#### **Brief Description of the Organization:**

This CJE offers solid coaching services for youth living or studying in downtown Montreal or just passing through. It also serves as a drop-in centre and has acquired a benchmark reputation in the field of socio-occupational integration.

A major reference point and special meeting place, the CJE exists to meet the needs of youth aged 16 to 35 and offers its services free of charge.

The CJE's aim is to improve the personal, social and economic welfare of youth. This CJE works in association with the other youth resources in the area in fields like health, employment, education and immigration. The centre is an excellent liaison between youth and employers.

Since its inception in 2000, this CJE has endeavoured to help as many youth aged 16-35 as possible to enter or re-enter the labour market. The organization aspires to reflect the diversity of youth clients and their needs and dovetail with the other resources available.

#### **Principal Services Provided to Culturally Diverse Artists:**

##### **Artistic and cultural career management**

This CJE's holistic approach considers the entire person. The centre provides career management services through three components:

- Training
- Labour market entry and re-entry and job retention (employability)
- Job creation, consolidation and development (entrepreneurship).

This CJE's multidisciplinary team offers personalized services that take each artist's unique personality into account. Regardless of their particular socio-occupational situation, young artists benefit from the CJE's services in French or English and at no cost.

This CJE offers the following specific services:

- Orientation, information and referral (consultancy services with an arts advisor)
- Orientation, including academic and occupational information (social integration)
- Job search, hiring and retention (tool development, portfolio, CV, photo, etc.).
- Job creation (help with developing artistic and cultural projects)
- Artistic/cultural career and project management (planning + funding search).

##### **Networking**

This CJE also offers two networking opportunities per year: *La relève à l'avant-scène* held during the CJE's annual meeting and featuring a panel of Montreal arts professionals; and *Le Carrefour sans relâche* (usually held in December), which offers a performance showcase for emerging artists.

### ***Carrefour jeunesse-emploi Montréal Centre-ville***

**Contact Information:**      ***Carrefour jeunesse-emploi Montréal Centre-ville***

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### ***Culture Montréal***

#### **Brief Description of the Organization:**

Culture Montréal is an independent non-profit organization bringing together people from all backgrounds interested in promoting culture in all its forms as an essential element of Montreal's development.

Culture Montréal is a place for reflection, dialogue and action aimed at the cultural community, political and business decision-making entities and citizens.

Through research, analysis and communication, Culture Montréal is involved in defining and recognizing Montreal culture in all its richness and diversity.

By joining this influential, diversified culture network, members benefit from a critical perspective on the major issues of cultural politics in Montreal and the world as a whole, have access to activities and public events organized by Culture Montréal, and can participate in the organization's democratic process by exercising their right to vote at the annual general meeting, standing for election to the board of directors, or becoming involved in a working committee.

#### **Principal Services Provided to Culturally Diverse Artists :**

Created in 2005 on the initiative of the members of Culture Montréal's board of directors, the *Chantier diversité* working group includes representatives of organizations specializing in promoting Montreal's diversity. This initiative is an opportunity for Culture Montréal to make diversity in the arts an essential component of its activities and projects.

#### **Advocacy**

Culture Montréal maintains and develops relations with the cultural players in various activity sectors on the local, regional and national scenes to promote setting priorities that take cultural diversity into account. For example, during municipal, provincial and federal election campaigns, Culture Montréal proposes electoral platforms elements stressing the importance of diversity as a factor in development.

#### **Networking**

Culture Montréal has joined forces with *Diversité artistique Montréal* (DAM) and *Montréal, arts interculturels* (MAI) in organizing *Les lundis pluriels* (see the DAM entry below). Culture Montréal also encourages networking among its members and its various collaborators through informal contact.

#### **Publication of *Babillard Culture***

Culture Montréal members can also publish announcements about arts and culture activities in *Babillard Culture*, which the organization puts out every Monday.

### ***Culture Montréal***

**Contact Information:**

***Culture Montréal***

3680 Jeanne-Mance Street  
Suite 317  
Montreal, QC H2X 2K5

Christiane Bonneau  
*Chantier diversité* Coordinator

Telephone: 514-845-0303  
Fax: 514-845-0304

[info@culturemontreal.ca](mailto:info@culturemontreal.ca)  
[www.culturemontreal.ca](http://www.culturemontreal.ca)

### ***Diversité artistique Montréal (DAM)***

#### **Brief Description of the Organization:**

Founded in 2006, *Diversité artistique Montréal* (DAM) is a non-profit organization devoted to promoting ethnocultural diversity in the arts.

DAM's mission is to:

- promote cultural diversity in the arts and culture
  - maintain an active and critical watch over the policies and actions of arts and culture authorities.
- DAM's members include more than 200 artists, cultural workers and others concerned about cultural diversity in the arts.

To accomplish this mission, the members of DAM have adopted the following objectives:

- Foster closer relations between artists of diversity and Montreal's cultural institutions
- Build connections between artists through networking and mentoring
- Sensitize the cultural milieu to the systemic barriers to the equitable development of artists and organizations of cultural diversity
- Promote the needs of these artists and organizations to governments, cultural promoters (public and private) and the media
- Encourage professional associations, cultural institutions and public bodies to diversify the composition of their members and personnel
- Encourage producers, presenters and broadcasters to diversify their programming, their casting and their public.

#### **Principal Services Provided to Culturally Diverse Artists:**

##### **Welcoming and guiding artists**

DAM is an entry point for many culturally diverse artists in Montreal. The organization offers these artists business and career management coaching as well as a place where they can find out about local services and resources that will help them achieve their artistic objectives.

##### ***Les lundis pluriels***

Organized in partnership with Culture Montréal and *Montréal, arts interculturels* (MAI), these are monthly gatherings in the friendly setting of MAI's café. During these 5-7 pm events, artists and other cultural players are given an opportunity to meet and exchange.

##### **Publication of the *DiversInfo* news bulletin**

*DiversInfo* is a newsletter for DAM's members and partners and a source of useful and relevant information about the world of arts and culture. It features a selection of opportunities for artists and cultural workers, various grant application deadlines, useful Internet links and, naturally, news about DAM, its members and their projects.

### ***Diversité artistique Montréal (DAM)***

#### **Principal Services Provided to Culturally Diverse Artists (continued):**

##### **Directory of Montreal's artistic diversity**

The *Répertoire de la diversité artistique de Montréal* is a directory for all established or emerging professional artists of cultural diversity. The directory offers a permanent showcase for artists that enhances their visibility with the general public and all the key players in the arts and culture community (programmers, presenters, artists, producers, etc.). Each artist listed in the directory has a complete entry consisting of a short description of the artist's practice, details of their professional career, information on their upcoming events, and their personal contact information.

##### **Training**

Aware of the need to improve the inclusion of culturally diverse artists, DAM offers training and information sessions to facilitate the entry of these artists and other cultural workers into the professional world. Covering a variety of topics relating to professional artistic practice, these courses are opportunities to develop tools that help the artists enter professional arts networks.

##### **Advocacy for culturally diverse artists**

DAM is concerned about continually stimulating and nurturing debate about the issue of cultural diversity in the arts and makes a point of organizing or attending meetings involving its members and the representatives of Montreal's various cultural circles as regularly as possible. Similarly, DAM endeavours to publicly address the various political bodies that can influence the practice and living conditions of culturally diverse artists, particularly by publishing position papers describing the problems associated with cultural diversity in the arts.

#### **Contact Information:      *Diversité artistique Montréal***

1210 Sherbrooke Street East  
Montreal, QC H2L 1L9

Yves Agouri  
Executive Director  
Telephone: 514-280-3581  
Fax: 514-280-3784

[info@diversiteartistique.org](mailto:info@diversiteartistique.org)  
[www.diversiteartistique.org](http://www.diversiteartistique.org)



### ***Espace interculture***

*Espace interculture* offers various services. In accordance with the parameters set for this study, this document only covers direct services to artists with no commercial aspect.

#### **Brief Description of the Organization:**

The mission of *Espace interculture* is to: raise the visibility of ethnocultural artists and develop their audiences in Montreal and the rest of Canada; help the artists become socially and professionally integrated into the community; strengthen the connections between them and the various communities; and contribute to openness through the dissemination of intercultural information and online networking.

*Espace interculture* publicizes exhibitions and performances, as well as the institutions that produce them, by publishing articles and images on the Web.

*Espace Interculture* also promotes, disseminates, produces and organizes cultural and artistic events, and encourages inclusion and diversity through arts and culture workshops.

#### **Principal Services Provided to Culturally Diverse Artists :**

##### **Publication of the *Villageethnic.ca* webzine**

##### **Objectives:**

- Provide “technological tools” to culturally diverse artists and the various institutions and organizations in the sector that help them to maintain and enhance their visibility
- Inform and educate the population about the various forms of culturally diverse expression
- Create an online cultural diversity network.

##### **Contact Information:**

##### ***Espace interculture***

P.O.B. 22108 Saint-Marc  
6476 First Avenue  
Montreal, QC H1Y 3A0

Ralph Maingrette  
Telephone: 514-945-1691

[espace.interculture@videotron.ca](mailto:espace.interculture@videotron.ca)  
[www.espace-interculture.com](http://www.espace-interculture.com)

[info@villageethnic.ca](mailto:info@villageethnic.ca)  
[www.villageethnic.ca](http://www.villageethnic.ca)

### ***Les Artistes de Réminiscences (LADR)***

#### **Brief Description of the Organization:**

Les Artistes de Réminiscences was founded in 2008 by artists from Haitian extract living in Quebec with the following goals and objectives :

- Provide a forum for visual art individuals : painters, sculptors, writers and other types of media such as digital graphics to allow them to present their work and integrate the community;
- Preserve and disseminate the art in it's ethnocultural context with professionalism;
- Promote intercultural exchanges in the various communities.

#### **Principal Services Provided to Culturally Diverse Artists :**

LADR provides artists access to expositions and vernissages throughout Quebec and abroad.

- It gives the opportunity to participate in multicultural events and contests.
- It promotes the transmission of traditional art through courses and workshops.
- It provides a website for the artistes.
- It facilitates the publication of the artists's work.

#### **Contact Information:**

##### **Les Artistes de Réminiscences (LADR)**

183, Chemin de la Bretagne  
Laval (Qc) H7G 1X1

Dr. Alix Rey, Président  
Telephone: 450-669-7444  
[alixrey@videotron.ca](mailto:alixrey@videotron.ca)

[artistesdereminiscences@gmail.com](mailto:artistesdereminiscences@gmail.com)  
<http://.artistesdereminiscences.org>

### Montréal, arts interculturels (MAI)

Montréal, arts interculturels has a threefold mission: dissemination, workshop facilitation and mentoring. In accordance with the parameters set for study, this document only covers services that do not involve dissemination or education.

#### **Brief Description of the Organization:**

*Montréal, arts interculturels* (MAI) is the only arts organization in Montreal whose mission is specifically to promote intercultural artistic practices.

In fulfilling this mission, MAI assumes all of the following roles:

Presenter – providing a space where artists of diverse cultural backgrounds can present their work under professional conditions.

Facilitator – expanding target audiences and linking them with artists in a way that facilitates exchange and helps people understand culturally diverse artists' practices, which are often very different from "Western" practices.

Mentor – helping culturally diverse artists with their professional career and with carrying out their projects (funding, production, logistics, promotion and so on).

MAI's doors are open to local, national and international artists, as well as to audiences from all walks of life and various members of the artistic community, providing an ideal place for discussion and networking with partners from near and far.

#### **Principal Services Provided to Culturally Diverse Artists :**

##### **Coaching and mentoring program**

MAI offers coaching and mentoring services in the form of support and resources to Montreal's ethnocultural artists and organizations in the fields of the performing, multidisciplinary and visual arts.

The coaching and mentoring requests that MAI receives are studied and selected to help the artists and the organizations concerned progress professionally and to support the implementation of artistic and cultural projects throughout Montreal. (Note: These projects are not automatically included in MAI's annual programming). In keeping with MAI's mission, applications must include an intercultural approach. There are two types of mentoring: short- and long-term.

For the long-term component, MAI mentors five artists per year (three in performing arts and two in visual arts). The artists are mentored over a period lasting from a year to 18 months to move through the various stages of creating; producing and presenting an artistic project (grant applications, team formation, creation residency, and project promotion and dissemination). Each mentoring program is developed on the basis of the particular needs of the artist concerned and his/her artistic project. In short-term mentoring, artists receive mentoring to help them in one or another of the steps in creating, producing and disseminating their project.

### Montréal, arts interculturels (MAI)

#### Principal Services Provided to Culturally Diverse Artists (continued) :

##### Newsletter

MAI publishes a bi-monthly newsletter containing information not only about MAI and its programming, but also about many other intercultural events held in Montreal. Artists who want to disseminate information about their projects can contact MAI for inclusion in the newsletter.

##### Networking

With Culture Montréal and DAM, MAI is one of the three co-organizers of *Les Lundis pluriels* (see the DAM entry above).

#### Contact Information: **Montréal, arts interculturels**

3680 Jeanne-Mance Street  
Suite 103  
Montreal, QC H2X 2K5

Miruna Oana  
Mentoring Assistant  
[accompagnement@m-a-i.qc.ca](mailto:accompagnement@m-a-i.qc.ca)

Telephone: 514-982-1812  
Fax: 514-982-9091

[www.m-a-i.qc.ca](http://www.m-a-i.qc.ca)

### ***Vision Diversité***

*Vision Diversité* offers many services. In accordance with the parameters set for this study, this document will only cover its services that do not involve disseminating artistic work.

#### **Brief Description of the Organization:**

Founded by Aïda Kamar, *Vision Diversité* is a movement that came into being in the wake of the UNESCO Convention on the Protection and Promotion of the Diversity of Cultural Expressions, which Quebecers and Canadians were first in the world to ratify.

This has opened up the possibility of new approaches for the rights of peoples to recognize their differences and abilities, and then using diversity for mutual enrichment, while preserving and developing their specific identity.

As a not-for-profit organization, *Vision Diversité* was founded to play a leadership role not only locally in Montreal and the rest of Quebec, but also internationally in many sectors and movements, in conjunction with many partners. In this way, *Vision Diversité* contributes to reflection or action initiatives that support the Diversity approach as an essential engine of development and social cohesion and give a special place to the emerging generation, as the “life pulse” of Diversity, in all our economic and cultural initiatives.

In this regard, Quebec represents a testing ground, not only by virtue of its social choices, cultural policies and programs for preserving and supporting diversity of cultural expressions, but also because of the human richness and burgeoning creativity of Montreal. It represents a remarkable crucible for experimentation in elaborating a genuine vision of development in which diversity plays an essential role.

#### **Principal Services Provided to Culturally Diverse Artists :**

##### **Recognizing and guiding artists**

*Vision Diversité* seeks to gain recognition for culturally diverse artists by providing them with mentoring services in developing their artistic practice. *Vision Diversité* develops opportunities for creation through residencies or encounter and exchange sessions. This approach is designed to help these artists find their place in Quebec’s cultural landscape.

##### **Advocacy**

*Vision Diversité* is constantly promoting the important role that cultural diversity plays in cultural development by taking part in sector discussions and one-on-one meetings. The organization has also established *Les rencontres de la diversité*, an annual event on May 21<sup>st</sup> that brings together business and cultural community representatives to take stock of the past year and sketch out the prospects for the coming one. During political electoral campaigns, *Vision Diversité* organizes “citizen cafés” at which participants question the candidates about their position on cultural diversity.

### ***Vision Diversité***

#### **Principal Services Provided to Culturally Diverse Artists (continued):**

##### ***90 minutes au pluriel* radio show**

Aired on CIBL (101.5 FM) every Sunday from 2:30 to 4 p.m., this weekly show introduces Montrealers to emerging culturally diverse artists from Quebec whose creations bear influences from around the world. The show consists of a 30-minute interview with an artist, a cultural calendar covering all artistic disciplines, music, multiple slams, stand-up comedy and theatre.

#### **Contact Information:**

##### ***Vision Diversité***

25 Vincent d'Indy Avenue  
Suite 605  
Montreal, QC H2V 2S8

Aïda Kamar  
President  
[kamar@visiondiversite.com](mailto:kamar@visiondiversite.com)

Telephone: 514-733-8134

[www.visiondiversite.com](http://www.visiondiversite.com)

### Youth Employment Services (YES Montreal)

#### Brief Description of the Organization:

Youth Employment Services (YES Montreal) is a non-profit community organization that delivers English-language job search and self-employment services to Quebecers.

#### Principal Services Provided to Culturally Diverse Artists:

YES Montreal offers job seekers three types of program: a job search program, an entrepreneurial development program and a program for artists (without age restriction). Participants can use the resources of all three programs at the same time.

#### Artists' program

This program offers the following three services:

- A serie of workshops and talks facilitated by professional artists
- An individual coaching service to address the needs expressed by the participant concerned
- An annual conference featuring performances by professional artists and cultural workers from Montreal.

Users have access to information on various aspects of the Montreal labour market in YES Montreal's resource library.

Users can also access a mentoring service that pairs them with a seasoned artist or other arts professional who can give them advice about entering Montreal's cultural community.

#### Contact Information: Youth Employment Services (YES Montreal)

666 Sherbrooke St. W., 7th Floor  
Montreal, QC H3A 1E7

Monika Majewski  
Artists' Program Coordinator

Telephone: 514-878-9788, ext. 314  
Fax: 514-878-9950

[arts@yesmontreal.ca](mailto:arts@yesmontreal.ca)  
[www.yesmontreal.ca](http://www.yesmontreal.ca)

### *Compagnie F*

#### **Brief Description of the Organization:**

*Compagnie F's* mission is to mentor women who want to achieve financial independence through entrepreneurship. Subscribing to principles of sustainable human development, *Compagnie F* grew out of the need to develop networks and build programs to address the needs of women who want to take their professional future into their own hands and thereby achieve financial and professional independence. *Compagnie F* was initially created at the *Centre des femmes d'ici et d'ailleurs* in 1997, but the official opening actually took place on 19 November 1998.

The dynamic team of women at *Compagnie F* offers many skills to support the organization's mission and female entrepreneurship. *Compagnie F* promotes diversity in all its forms, which is why our team reflects the community. *Compagnie F* offers a wide range of programs and services under one roof and works alongside other organizations so that women can access the services they need.

#### **Principal Services Provided to Culturally Diverse Artists :**

##### **Business in Arts program**

This program offers training (one day per week for 11 weeks) plus individual coaching sessions. The program is based on writing a business plan (action plan) to develop the participant's artistic venture.

Training component:

- develop a business vision
- define yourself as an artist and entrepreneur
- develop an action and marketing plan; set up and present a file; sales techniques; and press relations
- learn more about the financial and legal aspects of a career in the arts.

Artistic component:

- define the artistic process and develop an artistic project
- work with professionals from the arts sector
- produce promotional material, explore the art market, communications and networking
- present multidisciplinary projects organized by the participants.

After completing the program, participants receive a Professional Specialization Certificate from the Quebec department of education's business launch program. The training is offered in partnership with the *Commission scolaire Marguerite-Bourgeoys*.



### ***Compagnie F***

**Contact Information:**

***Compagnie F***

6323 St-Hubert Street  
Montreal, QC H2S 2L9

Josée Gaudreault  
Business Coaching coordinator

Telephone: 514-381-7333  
Fax: 514-381-6481

[info@compagnie-f.org](mailto:info@compagnie-f.org)  
[www.compagnie-f.org](http://www.compagnie-f.org)

### ***Centre international de documentation et d'information haïtienne, caribéenne et afro-canadienne (CIDIHCA)***

#### **Brief Description of the Organization:**

The CIDIHCA is a not-for-profit organization that was founded in Montreal in 1983. Since then, it has remained one of the few Francophone ethnic organizations operating in research, arts and culture in Montreal. Its mission addresses four main areas:

- Information and documentation
- Scholarly and cultural activities
- Publishing
- Audiovisual production

#### **Principal Services Provided to Culturally Diverse Artists:**

##### **Resource centre**

The CIDIHCA's role as a resource centre in Montreal consists in offering documentation on Haiti and the African diaspora to as broad a public as possible. The accurate updating of this documentary research material has made the CIDIHCA an indispensable reference centre in its field.

To complement its collection of approximately 18,000 books, the CIDIHCA's library has assembled a substantial selection of magazines, newspapers and other documents. The CIDIHCA also possesses a photo library, a video library and a major microfilm collection on the history of Haiti. A sizeable collection of Haitian literature is also available to researchers and students. The CIDIHCA is currently setting up an audio library of both popular and sophisticated music produced in Haiti and the rest of the African diaspora.

#### **Contact Information:**

CIDIHCA  
430 Sainte-Hélène Street  
Suite 401  
Montreal, QC H2Y 2K7

Telephone: 514-845-0880

[info@cidihca.com](mailto:info@cidihca.com)  
[www.cidihca.com](http://www.cidihca.com)

### English-Language Arts Network (ELAN)

#### **Brief Description of the Organization:**

The English-Language Arts Network is devoted to helping Quebec's English-language artists make connections with one another, with their francophone colleagues and with their audiences in Quebec, Canada and internationally. With over 1,700 members, ELAN is above all an opportunity for an artist to be part of a community. Created in 2005 by a group of professional artists who wanted to exchange ideas, resources and connections, ELAN has grown into a vibrant network through monthly 'schmoozers', useful member services and a dynamic website (that receives several hundred visits a day).

#### **Principal Services Provided to Culturally Diverse Artists:**

##### **Directories**

##### **Arts Showcase**

The Showcase contains text, photos, video or audio samples of the work of Quebec's professional English-language artists. Searches can be made by member or discipline.

##### **Member profiles**

A listing of ELAN members, with bios and contact info.

##### **Arts Services Kit**

The Arts Services Kit (ASK) project goes right to the heart of why ELAN was created—to share resources and contacts between artists. The central component is a directory of service providers. Subsections are:

- Arts / Service Organizations
- Funds and Foundations
- Service Providers
- Useful links

##### **Arts Calendar**

A calendar of upcoming art-related events which may be of interest to our members.

##### **ELANews**

ELANews is a monthly newsletter distributed to the members of ELAN

### English-Language Arts Network (ELAN)

**Contact Information:**      **English-Language Arts Network**  
460 St. Catherine West, Suite 610  
Montreal, QC H3B 1A7

Guy Rodgers  
Executive Director

Telephone: 514-935-3312  
1-866-935-3312

[communications@quebec-elan.org](mailto:communications@quebec-elan.org)  
[www.elan-quebec.org](http://www.elan-quebec.org)

### E-Passerelle

#### Brief Description of the Organization:

*E-Passerelle* is a non-profit body which works at the promotion of the literatures of French expression within the Montreal and Quebecois Francophony. We offer services of electronic edition and encourage the French-speaking authors to benefit from multiple advantages of this type of publishing, to be edited in paper version and numeric, and to be read everywhere.

The electronic edition can be defined in the context of the reproduction, the publication and the distribution by means of Internet of a work in the form of an object printed in paper and digital version. The electronic edition allows to reach new readers and to reveal new talents by using Internet as a vector of cultural development.

#### Principal Services Provided to Culturally Diverse Artists:

We offer services of edition(publishing) in paper and digital version intended for all the French-speaking authors who did not still have the opportunity to be edited. We publish quarterly a magazine ([La Revue Littéraire Passerelle](#)) which wants a support of free expression containing the papers of all the French-speaking authors with all the literary tendencies.

Our objectives are to value the literary heritage of the Francophony in Quebec, to establish and to operate a publishing house and an on-line bookshop on the Internet network to offer to the new writers and the poets an alternative in the traditional edition, and offer to the readers and the readers a vast choice of new works by facilitating the continuation of the excellence in the field of the arts and of the literature.

#### Contact Information:

##### E-Passerelle

6310, Maurice Duplessis, bureau 3  
Montréal (Qc) H1G 1Y8

Kamal Benkirane

Telephone : 514-323-1870

[www.e-passerelle.ca](http://www.e-passerelle.ca)

[info@e-passerelle.ca](mailto:info@e-passerelle.ca)

[e.passerelle@gmail.com](mailto:e.passerelle@gmail.com)

### ***Festival Accès Asie***

*Festival Accès Asie* is an organization primarily dedicated to disseminating Asian culture in Montreal. In accordance with the parameters set for this study, this document only covers the artists' directory it produces.

#### **Brief Description of the Organization:**

The *Accès Asie* festival was created to support a stronger Asian presence in Quebec's cultural landscape. After the Canadian Senate declared May "Asian Heritage Month" on the initiative of the Hon. Vivienne Poy, the designation was officially recognized by former Canadian Heritage Minister Sheila Copps in 2003. Asian Heritage Month was officially declared by the City of Montreal in May 2004 and was then celebrated in ten cities across Canada in 2005.

*Accès Asie* is the longest running Asian Heritage festival in Canada.

Mandate:

1. Promote greater cultural tolerance and understanding
2. Eliminate stereotypes and cultural barriers
3. Encourage dialogue to create interdisciplinary, intergenerational and intercultural solidarity and increase appreciation and understanding of Asian arts, culture and history.

#### **Principal Services Provided to Culturally Diverse Artists:**

##### **Artists' directory**

The Festival is regularly approached by agents and producers wanting to know more about artists associated with the Festival, including their contact information. To facilitate contact with its artists and enhance their visibility, as well as to provide a source of public information, *Accès Asie* has created an artists' directory. Artists must complete a registration form to publish their biography, photo and contact information in the directory.

#### **Contact Information:**

##### ***Festival Accès Asie***

1200 Bleury Street  
Suite 007  
Montreal, QC H3B 3J3

Janet Lumb  
Artistic Director

Telephone: 514-523-1047  
Fax: 514-866-4853

[info@accesasie.com](mailto:info@accesasie.com)  
[www.accesasie.com](http://www.accesasie.com)

### ***Institut national de l'image et du son (INIS)***

#### **Brief Description of the Organization:**

The INIS is a professional training centre offering the film, television and interactive media community training programs based on practice, teamwork, creative development and an understanding of the realities of various professions. The Institute is a not-for-profit organization, incorporated in 1990.

#### **Mission**

To contribute to the development of the film, television and interactive media industries in Quebec and the rest of Canada by offering individuals and companies training programs that favour diversity of content, while addressing the requirements and evolution of the audiovisual, communications and entertainment markets.

#### **Principal Services Provided to Culturally Diverse Artists:**

##### **Quebecor Bursaries for Cultural Diversity**

These bursaries are for aspiring screenwriters or producers who belong to a visible minority or First Nation and who want to obtain professional training in the INIS's Interactive Media program.

Quebecor and the INIS jointly award three education bursaries per year in the Interactive Media program to cover:

- interactive media training
- upgrading and specialized supervision
- living expenses

It is recommended that people interested in applying for a Quebecor Bursary for Cultural Diversity should first inform themselves about the Interactive Media program.

#### **Contact Information:**     ***Institut national de l'image et du son (INIS)***

301 de Maisonneuve Boulevard East  
Montreal, QC H2X 1K1

Samuel Escobar, Coordinator  
Telephone: 514-285-1840, ext. 224  
[sescobar@inis.qc.ca](mailto:sescobar@inis.qc.ca)

Telephone: 514-285-1840  
Fax: 514-285-1953

[info@inis.qc.ca](mailto:info@inis.qc.ca)  
[www.inis.qc.ca](http://www.inis.qc.ca)

### ***Maison internationale du conte***

#### **Brief Description of the Organization:**

The *Maison internationale du conte* is a congenial new space for encounter, creation, training and reflection about storytelling and oral literature with a goal of outreach throughout Montreal's multi-ethnic scene.

For the time being, it is a nomadic organization that can be relocated temporarily to any of Montreal's neighbourhoods.

The MIC is successor to the *La Maison du conte de Montréal*, which operated for one year (2005). Since its foundation, the MIC has presented about a hundred activities and reached an audience of approximately 2,000 people. It has given more than 200 storytellers and musicians an opportunity to publicly share their art and creativity. As many as two thirds of the artists featured are from ethnocultural or First Nations communities.

#### **Principal Services Provided to Culturally Diverse Artists :**

##### **Directory**

The MIC website maintains a directory of the storytellers and musicians with whom the organization works. Individual artist files include a photograph, a biographical notice and sometimes references and work excerpts.

**Contact Information:**      ***Maison Internationale du conte***

[info@maisoninternationaleduconte.com](mailto:info@maisoninternationaleduconte.com)

[www.maisoninternationaleduconte.com](http://www.maisoninternationaleduconte.com)



### ***Musique Multi-Montréal (MMM)***

*Musique Multi-Montréal (MMM)* is an organization that mainly produces and presents music performances. In accordance with the parameters set for this study, this document only covers services that do not involve concert production or presentation.

#### **Brief Description of the Organization:**

*Musique Multi-Montréal (MMM)* is a production and dissemination organization devoted to preserving, promoting and advancing music from the world's great traditions. Every year, MMM's encounters and auditions give dozens of artists from here and elsewhere a chance to become known. These activities lead to many creations and presentation events: approximately 100 shows per year in Quebec and Canada and even abroad, plus two series – *Concerts au bout du monde* [Concerts at the end of the world] and *Concerti sous la pergola* [Concerts under the pergola], culminating each spring in the MMM - Musiques ET Monde festival. This unique event presents music as a platform for major encounters and creation as a pretext for bringing many cultures together in new groups and convergences.

Since music is a privileged means of communication between cultures, MMM promotes contact, often the first, between Quebecers and the members of Montreal's various ethnic communities. The organization encourages artistic creation as an innovative means of affirming identity in contemporary society. It encourages the creation of new repertoires and crossovers, especially the emergence of new music from our own artists.

#### **Principal Services Provided to Culturally Diverse Artists:**

##### **Directory of MMM artists**

*Musique Multi-Montréal* publishes a directory of professional artists and groups from a very wide range of backgrounds for all kinds of shows and special events. Each file contains a photo, an introductory text on the artist or group concerned and sometimes an audio excerpt of their work.

##### **The MMM agency**

Thanks to its solid reputation and its special connections with the various presenters, community organizations, arts communities and performing arts practitioners across the country, the MMM agency skilfully advises and mentors its artists in their efforts to enter Montreal's cultural industry. Each year, approximately 10 artists or groups are selected to become the agency's top clients. They then benefit from a support, coaching and mentoring service to foster the development of their career. The MMM agency also promotes its artists in various ways, such as producing a compilation CD of their works or representing them at music industry fairs.

### ***Musique Multi-Montréal (MMM)***

**Contact Information:**     **Musique Multi-Montréal**  
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### ***Société du patrimoine d'expression du Québec (SPEQ)***

#### **Brief Description of the Organization:**

As a society for promoting Quebec's expressive heritage, the SPEQ is an organization whose mission is to defend and promote expressive heritage as practised in Quebec by and for Quebecers. The SPEQ offers a voice to all those who share the pleasure of expressing themselves through traditional cultures, whether those of the first Quebecers (Amerindian, French, English, Irish or Scottish) or of the various peoples who have subsequently enriched Quebec's cultural mosaic during the last century.

As a service provider, the SPEQ favours activities and new experiences that promote Quebec's expressive heritage. In this sense, it initiates and encourages any event that involves research and knowledge about this heritage or efforts to preserve, disseminate and appropriate it.

The SPEQ welcomes all practitioners, associations, groups and artists who perform traditional art forms: dance groups, singers, storytellers, choreographers, teachers, workshop facilitators, craftspeople, choirs, ethnocultural groups, musicians, actors, dancers, festivals, etc.

#### **Principal Services Provided to Culturally Diverse Artists:**

##### **Training courses**

Each year, the SPEQ offers training courses on the various aspects of creating and producing expressive heritage shows under the direction of artists and arts groups, as well as conducting research in this field.

##### **Resource centre**

Specializing in expressive heritage folklore and traditions, the resource centre possesses a collection of more than 500 books, 200 dolls dressed in traditional costumes, 250 video cassettes, 300 audio cassettes and CDs, as well as 200 periodicals. The Centre is an ideal place for anyone researching or looking for documentation on the various aspects of expressive heritage. Anyone interested in consulting the Centre's resources is requested to make an appointment with the SPEQ staff.

##### ***La Lignée* newsletter**

Three times a year, the SPEQ publishes a newsletter in both print and electronic form, which it distributes to more than 4,000 people. *La Lignée* covers the main issues of the expressive heritage community as well as the activities of the SPEQ, Folklore Canada International (FCI) and the *Conseil international des organisations de festivals de folklore et d'arts traditionnels* (CIOFF). Artists or groups wanting to publish information about arts events in the expressive heritage field are invited to contact the SPEQ staff.

### Teesri Duniya Theatre

Teesri Duniya Theatre is an organization that mainly produces and presents theatre performances. In accordance with the parameters set for this study, this document only covers the publication *alt.theatre: cultural diversity and the stage* as a potentially useful service for artists.

#### Brief Description of the Organization:

Teesri Duniya Theatre is a not-for-profit theatre organization that produces and presents theatrical performances. The company engages over 70 professional artists each year in some capacity as directors, designers, writers, actors, choreographers, photographers and considerable number of production and technical personnel.

#### Mandate of the Organization:

Teesri Duniya Theatre is dedicated to producing socially and politically relevant theatre that supports a multicultural vision of society, promoting interculturalism through works of theatre, and creating theatrical styles based on the cultural experiences of visible minorities living in Canada. The company believes that culturally diverse theatre and artists are an integral part of the theatre landscape of the country. The company is committed to multiethnic casting and stories.

#### Principal Services Provided to Culturally Diverse Artists:

Teesri Duniya Theatre is engaged in four distinct areas of activities:

- production of original works and translations into and from English/French/other languages
- play development through our program called Fireworks
- publication of a theatre quarterly called *alt.theatre: cultural diversity and the stage*
- theatre and community program designed to develop creative skills among emerging visible minority artists and enhance intercultural interaction.

In addition to the theatrical presentations, Teesri also publishes a quarterly journal and contracts services for writers, editors and graphic artists.

***alt.theatre*** is Canada's only professional theatre journal focusing on politics, cultural plurality, social activism, and the stage. ***alt.theatre*** provides a forum for artists, activists, academics, and others interested in cultural diversity and the arts. Our contributors and readership include artists, academics, and members of the general public interested in issues pertaining to cultural diversity, aesthetics, and representation in Canadian arts. ***alt.theatre*** is committed to publishing the voices, analysis, and experience of both established and emerging artists and thinkers.

### Teesri Duniya Theatre

#### Principal Services Provided to Culturally Diverse Artists (continued):

Teesri publishes a broader range of articles of interest to theatre practitioners and students that include:

- profiles of artists and companies;
- commentary and information on current practices across the country and abroad;
- critical analyses and reviews of books, plays and productions;
- performative pieces and pictorial essays;
- and comparative analyses of national and international approaches to cultural diversity and the arts.

*alt.theatre* welcomes suggestions or proposals for interviews, news, pieces of self-reflection, analytical articles, and reviews of books, plays, and performances.

#### Contact Information:

##### **Teesri Duniya Theater**

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## **2. THE SERVICES AVAILABLE**

An inventory of the services offered to culturally diverse artists was presented in the previous section. This section establishes a system for categorizing them under ten major headings constituting a continuum of services to assist artists throughout their career. While each organization's program has its own features, the goal was to propose broad categories to help classify and analyze the services on offer. These categories are:

- orientation and referral
- coaching and mentoring
- employability and entrepreneurial development
- information distribution
- directory
- training and professional development
- funding
- networking
- advocacy
- documentation (archives and research)

The table at the end of this section lists the organizations that provide services under each category. Since these have been developed in a particular context, readers should consult the table in the previous section for further details on the service provided.

There were two objectives in establishing this classification system and its table. The first was to provide a rapid reference for artists looking for a particular kind of service: using the table, they can quickly identify the organizations providing it. The second was to provide an overview and initial level of analysis for the full range of services provided.

### **2.1 Defining the types of service**

Orientation and referral: for artists who want basic information on the Quebec cultural scene. At one or more meetings, artists can obtain leads to the resources available in their community for career assistance (for example, referrals to funding programs, artists' associations, service organizations, etc.)

Coaching and mentoring: provides culturally diverse artists with advice and support from one or more professionals in the Quebec arts community that can help them acquire the skills to manage their careers or artistic projects. This service is usually offered on an individual basis, as opposed to training, which is normally conducted in groups.

Training and professional development: provides various forms of continuing education in skills that supplement an artist's initial training, whether for mastering technical knowledge, developing arts project management skills or pursuing an artistic practice.

Employability and entrepreneurial development: supports artists in researching potential employers and developing promotional tools for their artistic work (CV, portfolio, submissions, etc.). This service can also help in developing a business model for artistic productions.

Information distribution: allows artists to promote their projects using a communications tool published on a regular basis, in an electronic, print or other form.

Directory: a promotional tool for artists through a listing that generally includes a photo, presentation, contact information and sometimes samples of their work. The components vary from one organization to the next.

Funding: provides financial support for artists or their artistic projects.

Networking: the organization sets up one or more opportunities for encounters between artists and various representatives from the arts and culture milieu.

Advocacy: an organization draws public attention to issues affecting the lives and practices of culturally diverse artists.

Documentation (archives and research): makes documents (books, magazines, newspapers, audiovisual records, archives and so on) available to artists and the general public for consultation and research.

## 2.2 Classification by type of service offered

Type of service	Organizations offering the service	Service(s) provided
<b>Orientation and referral</b>	<i>Conseil des arts de Montréal (CAM)</i>	• Individual meetings
	<i>Diversité artistique Montréal (DAM)</i>	• Orienting and mentoring artists
	English-Language Arts Network (ELAN)	• Arts Services Kit
<b>Coaching and mentoring</b>	<i>Conseil des arts de Montréal (CAM)</i>	• Business and career development coaching
	<i>Diversité artistique Montréal (DAM)</i>	
	<i>Les Artistes de Réminiscences (LADR)</i>	• Courses and workshops
	<i>Montréal, arts interculturels (MAI)</i>	• Mentoring program
	<i>Musique Multi-Montréal (MMM)</i>	• MMM agency
	<i>Société du patrimoine d'expression du Québec (SPEQ)</i>	• Help with preparing artists' submissions
	<i>Vision Diversité</i>	• Recognizing and mentorship
<b>Training and professional development</b>	<i>Conseil des arts de Montréal (CAM)</i>	• Workshops • Management consultation services
	<i>Diversité artistique Montréal (DAM)</i>	• Training (Business and career development)
	<i>Institut national de l'image et du son (INIS)</i>	• Quebecor Bursaries for Cultural Diversity <sup>1</sup>
	National Film Board (NFB)	• Equity Training Program Fund
	<i>Société du patrimoine d'expression du Québec (SPEQ)</i>	• Training

<sup>1</sup> These are bursaries for ethnocultural artists to pursue their studies in the INIS's Interactive Media program.



<b>Employability and entrepreneurial development</b>	<i>Carrefour jeunesse-emploi de la Capitale Nationale</i>	<ul style="list-style-type: none"> <li>• Arts career management</li> </ul>
	<i>Carrefour jeunesse-emploi Centre Sud / Plateau Mont-Royal / Mile-End</i>	<ul style="list-style-type: none"> <li>• Project for artist clients</li> </ul>
	<i>Carrefour jeunesse-emploi Montréal Centre-ville</i>	<ul style="list-style-type: none"> <li>• Career management in arts and culture</li> </ul>
	<i>Compagnie F</i>	<ul style="list-style-type: none"> <li>• Business in Arts program</li> </ul>
	Youth Employment Services (YES Montreal)	<ul style="list-style-type: none"> <li>• Artist program</li> </ul>
<b>Information distribution</b>	Culture Montréal	<ul style="list-style-type: none"> <li>• <i>Babillard Culture</i> (Culture bulletin board)</li> </ul>
	<i>Diversité artistique Montréal (DAM)</i>	<ul style="list-style-type: none"> <li>• <i>DiversInfo</i> newsletter (bi weekly)</li> </ul>
	English-Language Arts Network (ELAN)	<ul style="list-style-type: none"> <li>• <i>ELANews</i></li> <li>• Art Calendar</li> </ul>
	E-Passarelle	<ul style="list-style-type: none"> <li>• <i>La Revue Littéraire Passerelle</i> (published quaterly)</li> <li>• Publishing services in paper and digital version</li> </ul>
	<i>Espace interculture</i>	<ul style="list-style-type: none"> <li>• <i>Villageethnic</i> webzine</li> </ul>
	<i>Les Artistes de Réminiscence (LADR)</i>	<ul style="list-style-type: none"> <li>• Facilitates the promotion and publication of the artists</li> <li>• Provides a website for the artists</li> </ul>
	<i>Montréal, arts interculturels (MAI)</i>	<ul style="list-style-type: none"> <li>• Newsletter</li> </ul>
	<i>Société du patrimoine d'expression du Québec (SPEQ)</i>	<ul style="list-style-type: none"> <li>• <i>La lignée</i> newsletter</li> </ul>
	Teesri Duniya Theatre	<ul style="list-style-type: none"> <li>• <i>alt.theatre: cultural diversity and the stage</i> magazine</li> </ul>
	<i>Vision Diversité</i>	<ul style="list-style-type: none"> <li>• <i>90 minutes au pluriel</i> radio show</li> </ul>

<b>Directory</b>	<i>Conseil des arts de Montréal (CAM)</i>	<ul style="list-style-type: none"> <li>• “167 mondes à découvrir” (2008 edition of the Directory of Montreal’s artistic diversity)</li> </ul>
	<i>Diversité artistique Montréal (DAM)</i>	<ul style="list-style-type: none"> <li>• Directory of Montreal’s artistic diversity</li> </ul>
	English-Language Arts Network (ELAN)	<ul style="list-style-type: none"> <li>• Arts showcase</li> <li>• Member profile</li> </ul>
	<i>Festival Accès Asie</i>	<ul style="list-style-type: none"> <li>• Artists’ directory</li> </ul>
	<i>Maison internationale du conte</i>	<ul style="list-style-type: none"> <li>• Directory of storytellers and musicians</li> </ul>
	<i>Musique Multi-Montréal (MMM)</i>	<ul style="list-style-type: none"> <li>• Directory of MMM artists</li> </ul>
	<i>Société du patrimoine d’expression du Québec (SPEQ)</i>	<ul style="list-style-type: none"> <li>• Database</li> </ul>
<b>Funding</b>	The Canada Council for the Arts	<ul style="list-style-type: none"> <li>• Capacity Building Initiative</li> <li>• Assistance to Culturally Diverse Curators for Residencies in the Visual Arts</li> </ul>
	<i>Conseil des arts et des lettres du Québec (CALQ)</i>	<ul style="list-style-type: none"> <li>• <i>Vivacité Montréal</i> program</li> </ul>
	<i>Conseil des arts de Montréal (CAM)</i>	<ul style="list-style-type: none"> <li>• <i>Prix de la diversité</i></li> <li>• <i>Vivacité</i></li> <li>• <i>Studios workshops Saguenay-Montréal</i></li> </ul>

<b>Networking</b>	<i>Culture Montréal</i>	<ul style="list-style-type: none"> <li>• <i>Les Lundis Pluriels (monthly)</i></li> </ul>
	<i>Diversité artistique Montréal (DAM)</i>	
	<i>Montréal, arts interculturels (MAI)</i>	
	<i>Carrefour jeunesse-emploi Montréal Centre-ville</i>	<ul style="list-style-type: none"> <li>• Two networking events per year</li> </ul>
	<i>Conseil des arts de Montréal (CAM)</i>	<ul style="list-style-type: none"> <li>• Networking opportunities</li> </ul>
<b>Advocacy</b>	<i>Culture Montréal</i>	<ul style="list-style-type: none"> <li>• Advocacy</li> </ul>
	<i>Diversité artistique Montréal (DAM)</i>	<ul style="list-style-type: none"> <li>• Advocacy</li> </ul>
	<i>Vision Diversité</i>	<ul style="list-style-type: none"> <li>• Advocacy</li> </ul>
<b>Documentation (archives and research)</b>	<i>Centre international de documentation et d'information haïtienne, caribéenne et afro-canadienne (CIDIHCA)</i>	<ul style="list-style-type: none"> <li>• Resource centre</li> </ul>
	<i>Société du patrimoine d'expression du Québec (SPEQ)</i>	<ul style="list-style-type: none"> <li>• Resource centre</li> </ul>

## **APPENDIX 1**

### **Individuals Consulted for This Directory**

Yves Agouri, *Diversité artistique Montréal*

Michèle Bélanger, National Film Board

Christiane Bonneau, *Culture Montréal*

Martin Choquette, *Carrefour jeunesse-emploi Montréal Centre-ville*

Sonya Cormier, *Carrefour jeunesse-emploi Centre-Sud / Plateau Mont-Royal / Mile-End*

Samuel Escobar, *Institut national de l'image et du son*

Josée Gaudreault, *Compagnie F*

Aïda Kamar, *Vision Diversité*

Karine Leroux, *Musique Multi-Montréal*

Nathalie Maillé, *Conseil des arts de Montréal*

Ralph Maingrette, *Espace interculture*

Monika Majewski, YES Montréal (Youth Employment Services)

Guy Landry, *Société du patrimoine d'expression du Québec*

Miruna Oana, *Montréal, arts interculturels*

Francine Royer, *Conseil des arts et des lettres du Québec*

Guillaume Sirois, *Carrefour jeunesse-emploi de la Capitale Nationale*

Shuni Tsou, Canada Council for the Arts

Rachael Van Fossen, independent consultant