

Editor's Note of Gratitude: Arts Consulting Group (ACG) is thankful to Kim Baird (Kwuntiltunaat), former Chief of the Tsawwassen First Nation, who provided editorial support for this article. As Chancellor for Kwantlen Polytechnic University and a holder of multiple honorary doctorates, Ms. Baird has been a team member on several ACG projects. Her insights have been valuable to many and it is only through the ongoing cultivation of relationships with Indigenous leaders that organizations can learn to let go of some of the brick practices in favor of more thread-like ways of being.

Menon Dwarka, Senior Vice President

Menon Dwarka joined ACG in 2021 and has held numerous arts leadership positions in Canada and the United States over the last 25 years. His innovative approach to the arts has always resulted in increased audience engagement and community development with a focus on equity, diversity, inclusion, and access. His expertise resides in leveraging technology in service of creating more diverse programming and administrative spaces. A disruptor of stratified ecosystems, Mr. Dwarka has also led grassroots organizations like Toronto's 918 Bathurst Centre and served as a board member of Canadian Opera Company, guiding its equity, diversity, and inclusion taskforce. His cross-sector work to achieve public/private sector partnerships demonstrates his unique ability to work with a variety of stakeholders to ensure the viability of arts spaces and venues across urban and suburban settings. Mr. Dwarka has worked as a peer reviewer of grants for the Canada Council for the Arts, Ontario Arts Council, Manitoba Arts Council, City of Ottawa, and Toronto Arts Council, where he currently sits on the Music Committee. Organizations that he has led have received support from all three levels of government, as well as the Metcalf and Jackman Foundations, among others. A sought-after public speaker, Mr. Dwarka has been featured on numerous television and radio programs, including a regularly occurring segment on *Sesame Street*. He was part of the inaugural cohort of the Banff/Toronto Arts Council Cultural Leaders Lab as well as the City of Toronto's Economic Development and Culture's Strategic Planning Committee, which oversaw the creation of Toronto's 2018-2022 Culture Plan. In addition, Mr. Dwarka served as Support Lead for the Metcalf Foundation's Creative Strategies Incubator and is Chair of Humber College's Program Advisory Committee and Canadian Opera Company's Equity, Diversity, and Inclusion Committee. He holds a bachelor of music and master of music in music composition from the University of Toronto.

**Contact ACG for more information on how we can help your organization
redouble its efforts to address Truth and Reconciliation and disrupt systemic racism.**

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