



MAASIN MONTHLY

December 2022
The Whistleblower Support Program

ENTER



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Questions & discussion for anything related to MAASIN





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INTRODUCTIONS



Who are these people?



FACILITATORS

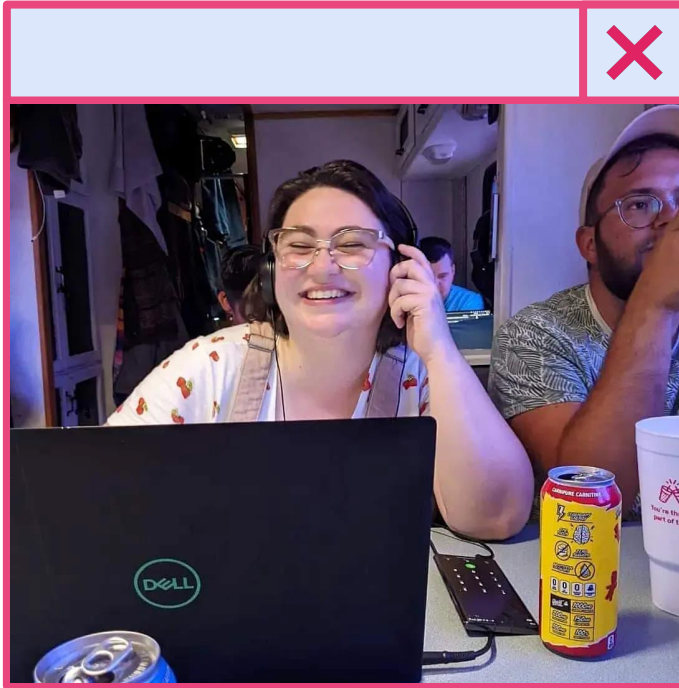


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RAND CLAYTON [they/them]

- Hamilton, ON (Canada)
- Chair of the Whistleblower Support Committee & Co-Chair of Outreach & Partnerships Committee
- Counsellor at SACHA
- Marching arts admin staff since 2013



FACILITATORS

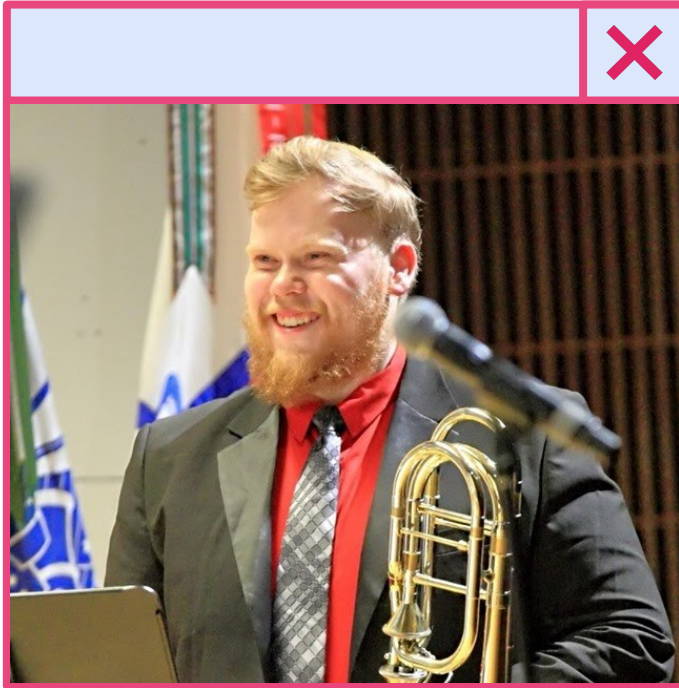


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IAN CALHOUN [he/him]

- Denton, TX
- Co-Chair of MAASIN Outreach & Partnerships Committee, Whistleblower Support Committee member
- Library science masters student at UNT



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WHAT IS MAASIN?



What are these people doing and how do I join?



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VISION

Accessible, inclusive, and equitable marching arts for all and a culture of safety where scores, costs, or positions of power are never prized above health or well-being.



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MISSION

MAASIN **coordinates a collective voice to address safety, accessibility, inclusivity, and equity in the marching arts.** We advocate for **the needs of our diverse performer population,** especially the needs of historically excluded and underrepresented groups. We advocate for **safe, reasonable, and comfortable working conditions for staff** including increased protection from wrongful termination, sexual harassment, and discrimination. **We strongly oppose all forms of inequity, discrimination, and harassment.**



HOW DOES MAASIN WORK?



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COLLECTIVE



- No chair, director, CEO, or “boss”
- Everyone has equal say
- Decisions are made by consensus
- Committee chairs only handle administrative tasks

HUB & SPOKE



- Central organizing committee with smaller topic or goal-focused committees to accomplish our collective mission and vision

VOLUNTEER



- MAASIN is 100% volunteer-driven
- There are no paid positions in MAASIN and we do not see that changing in the near future



MARCHING ARTS ACCESS, SAFETY, & INCLUSION NETWORK



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COMMITTEES

- Administration
- Content Creation
- Fundraising & Finance
- Health & Wellness
- Outreach & Partnerships
- Research
- Whistleblower Support

WORKING GROUPS

- BIPOC
- Disability
- LGBTQIA+



HOW TO JOIN



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CORE MEMBER

- Part of the hub & spoke committee model
- Attends regular meetings to complete tasks on a regular basis
- Works with everyone in Slack
- Open to community members 22+ years in age (aged-out)

COMMUNITY PARTNER

- Optionally attend Outreach & Partnerships meetings
- Works and discusses with everyone in our Discord server
- Open to community members 18+ years in age



HOW TO JOIN



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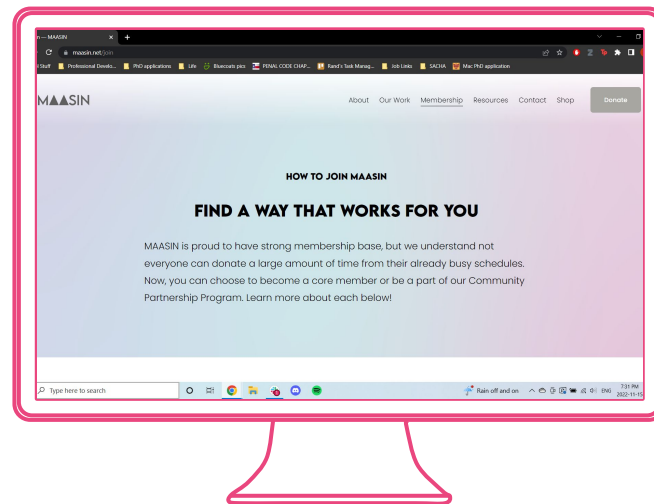
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maasin.net/join

info@maasin.net, social media
DMs, or ask your facilitators!





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WHISTLEBLOWER SUPPORT



Why are these people
running this programming
and how?



#METOO IN MARCHING ARTS



01

- The allegations against George Hopkins in 2018 brought forth a wave of other survivors of sexual assault speaking about their experiences

02

- Corps had to answer for their neglect in member safety

03

- The 2020 season cancellation left us all with time to reflect
- Whistleblower processes being left to each individual corps resulted in some corps doing much better than others on equity & safety

04

- MAASIN started in July 2020 to address equity & safety issues
- The Whistleblower Support Committee was formed and has been supporting community members in addressing their concerns ever since!





FAQ



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- *Are you qualified for this?*
 - Yes! You do not have to be a professional to compassionately support survivors of assault and bigotry. Additionally, the committee chair is a counsellor at a sexual assault center and oversees our operations.
- *Why do you issue community safety notices? Isn't that messy?*
 - We feel everyone has the right to make a fully informed decision about where to march or staff that lines up with their values. People deserve to know if an organization does not take equity & safety seriously to take their own needs into consideration.



FAQ



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- *Can I report anonymously?*
 - You could reach out to us with an anonymous email or through DMs but it's hard for us to follow-up with you for a report filing since we need your approval. Most prefer to operate under the assumption of confidentiality, meaning we know your identity but that stays with us and we help mediate between you and the organization you're reporting to,
- *Don't people report things that aren't really issues?*
 - Very rarely. Most reports are serious safety issues.



FAQ



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- *Are you trying to ruin the activity?*
 - No! We want the activity to adapt to modern expectations of safety so it can survive.
- *Do other organizations take you seriously?*
 - It depends on the organization. Some orgs take member safety seriously enough to work with us for a better future. Others don't.
- *Can I ask you about an organization before I sign my contract?*
 - Yes. We are happy to give you our honest opinions of organizations based on the information we have.



UPDATES & IMPROVEMENTS



01

- Adjusting to “post-COVID life” was hard for us as we became busy again

02

- We became backlogged with cases last summer and regret not being able to support community members better

03

- To address this issue we:
 - Adjusted our process to have more oversight
 - Onboarded two new members who are not touring staff so summer will not fall behind again
 - One of the new members is another social worker so the committee has three now

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COMING SOON



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REPORT

- Address an issue with another organization by submitting a report or taking other action

SUPPORT

- Receive a one-off support appointment to talk without reporting and get connected with other resources to help you heal



SUPPORT APPOINTMENTS



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- Pilot program launching in January
- Meet with one of the social workers on our team to confidentially talk about your experience and get connected to other support for healing
- **Not therapy or counselling.**
 - These appointments are considered peer support because they are with other community members acting as other community members here to listen
- Specifics of access (age, consent form, etc.) are currently being determined and will be available at launch

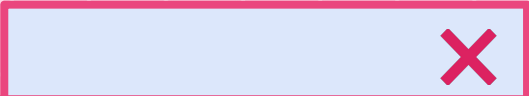


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Q & A

What else do I want to know?





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THANKS!

   = @maasinetwork

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