



## We support individuals, educational institutions, and corporations to apply humor to interrupt bias and dismantle oppression

Our approach uses a praxis of applied improvisation, dialogue facilitation, theatre of the oppressed, and playback theatre to offer bespoke training, consulting, interactive playshops, speaking, and coaching services that result in **deepened self-awareness and actionable steps to address bias and oppression.**

We assist clients to address challenges with racial bias, inclusion in staffing, and board development by directly confronting oppression and fragility.

*"The playshops encouraged creative engagement, thinking and working outside the silos it's so easy to operate within, and even silliness and play. Our members' creative community is grateful to have had the chance to learn how to break out of well-worn paths of communication, collaboration and engagement and think more expansively and unconventionally. Thank you to Mary for encouraging us to play, have fun, and be open!"*

We partner with clients to assess their needs and provide guidance, direction, and critique to develop and deliver a comprehensive approach to DEI that is playful and sustainable.



Just Collaboration is led by Mary C. Parker, an international applied theatre practitioner and comedic performance in the Atlanta-area. Mary has over 12 years of experience in leadership development, virtual dialogue facilitation, and anti-oppression consulting. Mary has researched and published in the areas of identity and stand-up comedy and structural racism in academia. **Call today to learn how your organization can benefit from a partnership with Just Collaboration.**

*"Just Collaboration was absolutely critical to helping us build a solid foundation for our organization's equity and inclusion efforts that have paid enormous dividends. I highly recommend Just Collaboration's services to any organization that's serious about meaningfully and sustainably advancing equity within their organization and their community."*

### Just Collaboration - Diversity, Equity, and Inclusion Consulting (DEI)

**CHALLENGE** We knew we needed to make some changes related to diversity, equity, and inclusion, but weren't quite sure where to start. We knew a commitment beyond a one-off training was necessary. Mary was really an invaluable guide to helping us understand where we were at and a roadmap to where to go.

**APPROACH** We created a new committee to oversee the work together, created a statement around our values and commitments in doing the work, developed/released/analyzed internal and external surveys, and had staff and Board training, in addition to a specific session geared towards developing staff skills to respond to various incidents with our organizational values in mind, and a public-facing implicit bias training co-facilitated with the Pittsburgh Police. Finally, Mary shared recommendations for moving forward to our full Board and membership.

**RESULTS** For a small organization like us, our project was a significant investment for us, and we felt like we got a lot of value for that investment. Some consultants lead you, and others defer totally to the organization, and I thought Mary balanced it really well -- she provided guidance and direction and critique in very helpful ways, but also left enough to us for us to start developing some of our own capacity. The Committee that was created to work with Mary has taken on a new form (Equity & Inclusion Committee) and is now among our strongest and most active committees.