

VOICE 1: A way of addressing harm and violence that doesn't cause more harm or violence and also works to transform the conditions that have caused it in the first place and also transform the behaviors of those that are involved in causing the harm.

TIERRA: What does it really mean to practice transformative justice? Could doing so heal patterns of oppression, violence, and abuse, and grow communities where everyone thrives? What about in the theater community? Where would we even start?

Let's explore together in *The Real Work: A Podcast about Theater Culture and Transformative Justice*.

My name is Tierra, I'm an artist based in Oakland, CA, and I spent a year regularly gathering with 26 other folks in my theater community to learn together about transformative justice.

VOICE 2: Creating an accountability process for both the harmer and the person who was harmed.

TIERRA: We were guided by Mia Mingus, one of the founders of the Bay Area Transformative Justice Collective. In this six-episode audio series, we'll unpack what brought us together; what the real work of keeping each other safe is; and where to go from here.

VOICE 3: It's equally about responding to harm that's happened and looking at ways of healing all of the people impacted by that harm and the whole complicated messy joyful part of that process, and equally about creating a world and changing the conditions that led to that harm even happening in the first place. Like that is the balance of TJ is like, both of those things on a scale.

TIERRA: *The Real Work* was recorded on land stolen from the Chochenyo-speaking Lisjan Ohlone people, land that they call Huchiun, known in settler culture as Oakland and Berkeley, CA. We acknowledge that true justice can never exist on stolen land, and that restoring indigenous sovereignty is part of transformative justice. Folks who are not indigenous to these lands but who live, work, or travel on them can directly support their repatriation back to the Lisjan Ohlone people by voluntarily paying a Shuumi Land Tax. We can all also show up to defend the West Berkeley Shellmound, a sacred site to the Lisjan Ohlone people that has already been desecrated into a parking lot, and has been threatened for years with further development. May all stolen lands repatriate to their original caretakers, may all reparations be made and paid, and may all systems of oppression be dug out at the root.

VOICE 4: You know I think a big part of TJ is, if we're not going to use these other systems we know are harmful, then that means we are the people who have to respond.

TIERRA: A content note: In order to heal harm, violence, and abuse, we have to talk about it, and while we won't be getting into graphic descriptions during this audio series, we do invite listeners to please take care of yourselves as we go. We want you to be as well as possible on this journey with us.

Each episode will include resources and transcripts in the show notes, plus an optional at-home exercise if you'd like to go deeper. Each episode will also be available as a video with ASL interpretation on the We Rise Production website and YouTube channel.

VOICE 5: Transformative Justice is both holding folks accountable for their words and actions and not throwing them away as human beings. And the other side of it is there is deep individual work that we are all responsible for in order to participate in this work, and it is community based, that it's not work you can do alone. Transformative justice also says you cannot do this in a vacuum, you have to get folks together to make your community stronger.

TIERRA: Our first full episode will be premiering August 22nd in an online gathering with ASL interpretation, and you are invited! You can find where to register in the show notes. Let's gather, celebrate, and dialogue about how to make our communities stronger.

And on that tip, here's your first optional take-home exercise: because TJ offers a paradigm of community accountability – and trust, we'll be unpacking what that means – is there 1 person you might consider inviting to listen to these next 6 episodes with you? One person you might feel comfortable or even excited to say, hey, I'm going to be listening to this audio series - here's the pilot episode - what do you think? Would you be down to listen along with me? I'd be curious to check this out with you. We would love for this series to reach as many people hungry for it as possible, so we encourage you to share it with your folks.

And finally, we want this podcast to be for folks who know that theater can be life-giving, and who have also experienced how damaging our practices can be. And beyond the world of theater, it's for folks who want to participate in dreaming up new worlds where violence is healed and not perpetuated and where we all are safe, whole, and thriving. If you are interested in this kind of change, then, welcome - this podcast is for you. Thank you for listening - we hope to connect with you at the online premiere, August 22nd!

Thank you for listening to The Real Work: A Podcast About Theater Culture and Transformative Justice. Thank you to the Center for Cultural Innovation's Investing in Artist Grant, the City of Oakland's Cultural Funding program, and to

Cal Shakes for initially incubating this project. Our theme music is by zAnda of DiaspoRADiCAL. This is a collaboration with We Rise Production, and we'd love to hear from you - connect with us at weriseproduction@pm.me, on the socials, and at weriseproduction.com.

SHOW NOTES:

Episode transcript: bit.ly/TheRealWork-Pilot-Episode

Register for the 8.22.22 online premiere:

<https://www.eventbrite.com/e/online-premiere-of-the-real-work-podcast-with-asl-interpretation-registration-389740062017>

Sogorea Te' Land Trust: <https://sogoreate-landtrust.org/>

Save the West Berkeley Shellmound: <https://shellmound.org/>

Mia Mingus: <https://www.soiltjp.org> & <https://leavingevidence.wordpress.com>

Bay Area Transformative Justice Collective: <https://batjc.wordpress.com/>

For additional resources, including this episode's ASL video:

<https://www.weriseproduction.com/therealwork>

zAnda / DiaspoRADiCAL: @diaspo.radical on Instagram &

<https://on.soundcloud.com/XdeZehwLEPh127oG8>

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