

# DEI Edu: A Guide for Moving Towards Equity

As we move towards equity within the CCU Department of Theatre, we are aware that we are all coming from different points of understanding. That's why with help from students and alumni, we've created a working document that holds information that will help your journey towards accountability and equity, while not adding more emotional labour to the shoulders of your BIPOC students and alumni. If there is anything you're interested in adding to the document, or are wondering about, email links, documents, or suggestions to [jaynajeeah@gmail.com](mailto:jaynajeeah@gmail.com)

Black Lives Matter,  
CCU EDI Panel

# Links/Resources:

Racism 101: <https://www.showingupforracialjustice.org/racism-101.html>

Microaggressions 101: <https://www.vox.com/2015/2/16/8031073/what-are-microaggressions>  
<https://perception.org/research/implicit-bias/>

Testimonials from Houston theatre Artists

<https://www.houstonpress.com/arts/houston-theater-actors-share-stories-of-racism-behind-the-scenes-11476702>

Racism in industry, testimony: <https://www.nytimes.com/2020/06/10/theater/systemic-racism-theater.html>

Celebrities Speaking on racist encounters:

<https://www.harpersbazaar.com.au/celebrity/celebrities-experiences-racism-20362>

Off Broadway theater reactions for BLM.

<https://www.playbill.com/article/how-have-off-broadway-theatre-companies-responded-to-black-lives-matter>

Theatre Workers call out racism on Broadway

<https://www.vulture.com/2020/06/black-theater-workers-call-out-racism-on-broadway.html>

1.) Robin DiAngelo: American academic, lecturer, and author working in the fields of critical discourse analysis and whiteness studies.

- White Fragility: Why It's So Hard for White People to Talk About Racism  
[https://www.google.com/books/edition/White\\_Fragility/ZfQ3DwAAQBAJ?hl=en&gbpv=0](https://www.google.com/books/edition/White_Fragility/ZfQ3DwAAQBAJ?hl=en&gbpv=0)
- <https://www.npr.org/transcripts/879136931>
- <https://youtu.be/HrOFpaB-PQI>

2.) artEquity: EDI Training & Consulting Services

- <https://www.artequity.org/>
- <https://www.artequity.org/resourcelist>

3.) Jane Elliott: internationally known teacher, lecturer, diversity trainer, and recipient of the National Mental Health Association Award for Excellence in Education, exposes prejudice and bigotry for what it is, an irrational class system based upon purely arbitrary factors.

- <https://janeelliott.com/>
- <https://janeelliott.com/typical-statements>
- <https://janeelliott.com/commitment>

4. 21-Day Racial Equity Daily Habit Challenge

<https://www.eddiemoorejr.com/21daychallenge>

5. "Teaching While White: White Fragility in Students"

- An article published in February of 2020 unpacks a study where white students are asked to have racial conversations and the results dictate white students are mostly ill-equipped and at times unable to have them.



**Micro-aggression-** little everyday actions that perpetuate racism

## MACRO LEVEL

### Racism

“Racism involves one group having the power to carry out **systematic discrimination** through the institutional policies and practices of the society and by shaping the cultural beliefs and values that support those racist policies and practices.”

<https://www.dismantlingracism.org/racism-defined.html>

Race is a social and political construct

1. Taught from early age from white lense
2. These false ideologies teachings are reinforced by stereotypes, people/institutions who are close to us
3. View misinformation as truth leading to the feeling of entitlement (oppressor) and inferiority



### Oppression

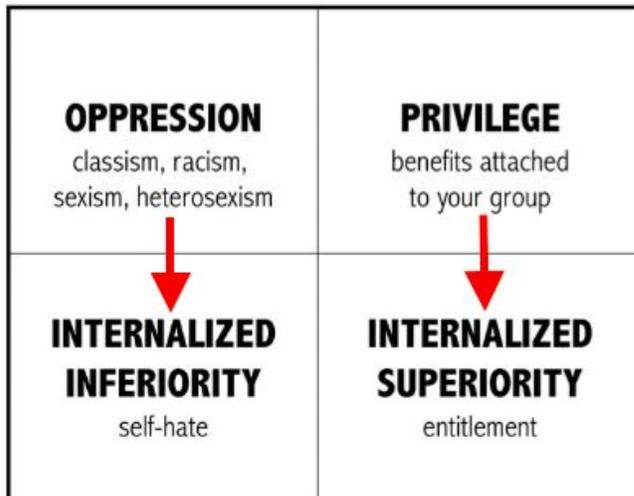
- denial of civil liberty or right that should already be afforded to you

### Privilege

- “an invisible knapsack of special provisions and blank checks” (Peggy McIntosh)
- with every oppression, there is a privilege attached (privilege can be used to oppress)

**White Privilege**= a set of unearned assets that are meant to remain oblivious to everyone so we reinforce the dominant narrative (i.e. white as the dominant narrative oppressing black population)

- “to be white in America is not to have to think about it” (Robert Terry)



### **Internalized Inferiority**

- “belief there is something wrong with being a person of color”
- “having lowered expectations, limited sense of potential for self”
- “have very limited choices: either ‘act in’ (white) or ‘act out’ (disrupt)”

### **Internalized Superiority**

bootstrap myth- independently, will and hard work are the only things needed to be successful (blaming the individual instead of the oppressive systems preventing success)

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What we’re striving for in the department-

**Intersectionality**- any social issues or problems that has intersecting traits

- Any social issue has traits that come together at a crossroads
- when talking about race, often we must also talk about class, gender, sexual orientation in regards to racial issues

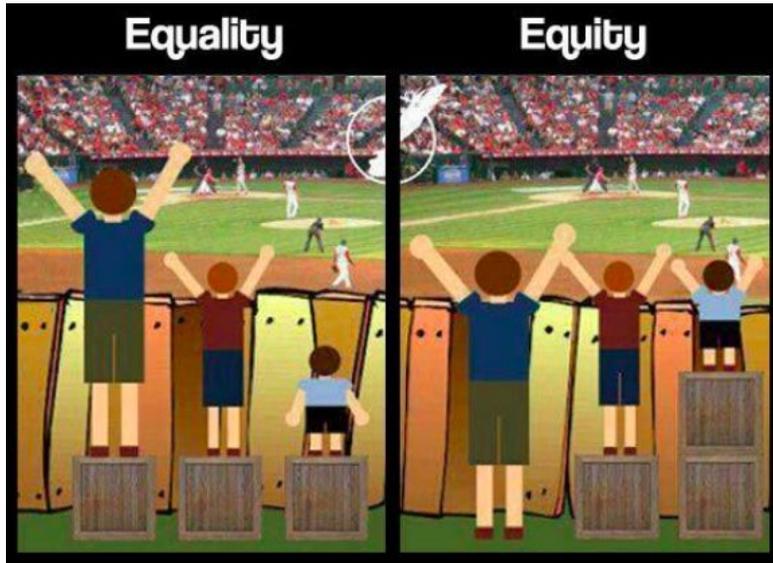
\*\*\*\*we cannot end racism without intersectionality\*\*\*\*

### **Equity vs. Equality**

Equality- everyone gets the same thing

Equity- everyone gets what they need

**\*\*We want to strive for Equity\*\***



# Mission Statement Examples

Theatre mission statements:

The mission of Tuskegee Repertory Theatre is first to present theatre (dance/music/drama) that reflects the cultural legacy of the Black peoples of the world, especially African Americans, and in particular, the African American cultural legacy of historic Tuskegee/Macon County, Alabama. Secondly, the mission is to provide much needed professional level training, and performance opportunity, especially to professional and amateur African American artists, of all ages from the Tuskegee /Macon County community, and from the State of Alabama. Third, our mission is to not only provide cultural enrichment for the Tuskegee/Macon County community, and all who see the work of the theatre, but to, through the theatre's attraction of tourists to its productions, help stimulate a revitalization of the Tuskegee/Macon County community through the economic enrichment that increased tourism could provide. The goal of Tuskegee Repertory Theatre is to make Tuskegee a Mecca for historical Black theatre just as it is a Mecca for Black achievement in education, aviation, medicine, sports, music, and politics etc.

The Black Theatre Troupe, Inc. has been providing training, employment and performance opportunities for multi-ethnic and under-served artists since 1970 and acts to make significant contributions toward fostering the arts, specifically theater, within the State of Arizona. It operates to enhance the cultural and artistic awareness of the community by providing productions that illuminate the African-American experience and culture. It is our purpose and mission to educate, enlighten, and entertain a diverse, multicultural audience by using local, regional and national talent with the emphasis on providing exposure to black culture and ideology.

## AFRICAN-AMERICAN SHAKESPEARE COMPANY VALUES

1. We create theatrical experiences, which celebrate our pride, diversity and integrity.
2. Our work has at its core an African-American aesthetic, steeped in an American sensibility, and a commitment to artistic and cultural experience.
3. We value the ability to impart a theatrical knowledge base, teach style and content, and share classical repertoire to under-represented actors and diverse listening audiences.
4. We build a sense of community with our audiences, artists, patrons, neighbors and collaborators and see each as essential stakeholders in our company.
5. We seek to build long-term personal relationships with all who engage with us and infuse every experience with our company with warmth, caring, and good humor.
6. We practice persistence and a can-do attitude.

7. Our organization is nimble and flexible.

#### BELIEFS

1. We believe the arts can change perceptions.
2. We believe that knowledge of the classics has great potential to empower communities of color.
3. We believe the classics should and need to be accessible to historically excluded audiences.
4. We believe the African-American community has been alienated from discovering time-favored classics.
5. We believe there exists a disparity in arts opportunities and experiences available people of color, especially youth, and companies such as ours are critical in reducing and eliminating that disparity.

The Agape Theatre Project is a faith and community based organization created for the purpose of producing and promoting original plays from predominantly African- American playwrights in an effort to reach across social, spiritual, economic and racial boundary lines. The Agape Theatre Project is a spiritual and community based organization which produces and promotes original plays from predominantly African American playwrights while reaching across social, economic and racial boundary lines. The Agape Theatre Project is determined to provide a venue for aspiring actors /actresses, singers, directors and set designers of all ages, races and economic status so they can gain skills that can lead to meaningful careers and relationships while creating engaging, exciting, transforming theatre.

The Movement Theatre Company creates an artistic social movement by developing and producing new work by artists of color. Our work engages audiences in a rich theatrical dialogue, enlightens communities to the important issues affecting our world, and empowers artists to celebrate the many sides of their unique voice. We create brave spaces for artists of color to discover and unleash their most authentic selves and tell complex stories of both the everyday and the extraordinary. Through our work we refuel, affirm, and celebrate the triumph of our resilience as artists.

Pangea illuminates the human condition, celebrates cultural differences, and promotes human rights by creating and presenting international, multi-disciplinary theater.

The Crossroads Theatre Company is dedicated to creating and producing professional theatre of the highest standards of artistic excellence that:

- celebrates the culture, history, spirit and voices of the entire African Diaspora
- presents honest and positive portrayals of people of color from around the world
- provides a nurturing working environment for writers and artistic collaborators through supporting the commissioning, development, presentation and documentation of new scripts
- uses art to provoke and challenge a multicultural audience to a higher sense of communion
- educates audiences by creating bridges of understanding between people of all cultural backgrounds in this society and the world

Links:

<https://blacktheatrematters.org/black-theatre-companies/>

<https://www.themovementtheatrecompany.org/leadership-history>

<https://www.pangeaworldtheater.org/about-us>

<http://www.crossroadstheatrecompany.org/about#mission>

Colleges:

University of North Carolina at Chapel Hill Department of Dramatic Arts:

<http://drama.unc.edu/values-diversity/>

**Access,**

**Equity, Diversity, and Inclusion Committee**

Mission Statement

The Department of Dramatic Art is committed to cultivating a diverse and inclusive environment for the community that it serves, including students, staff, faculty, and guest artists. An academic and artistic community such as ours must embrace divergent backgrounds in its pursuit of higher learning and its vision of the arts as a human endeavor in which mutual respect and collaboration are integral.

Acknowledging that each of us has a role in creating and sustaining a departmental culture that supports academic and artistic excellence, the Department of Dramatic Art established the Access, Equity, Diversity, and Inclusion committee to remain intentional in our practice and commit ourselves:

- To advance ideals of diversity and inclusion;
- To promote an academically and artistically enriching and supportive environment that allows all members of its community to thrive and succeed;
- To foster a safe environment for all students, staff, and faculty, irrespective of differences of age, color, disability, gender, gender expression, gender identity, genetic information, national origin, race, religion, sex, sexual orientation or veteran status;

- To abide by federal laws and university policies of non-discrimination

In doing so, the Access, Equity, Diversity, and Inclusion committee emphatically and unequivocally endorses the University of North Carolina at Chapel Hill **policy statement on non-discrimination**.

California Institute of the Arts:

Mission statement: <https://calarts.edu/about/institute/mission-and-governance>

CalArts is a multidisciplinary community of artists. Our ongoing educational endeavor is grounded in openness, experimentation, critical engagement, and creative freedom. Through artistic practice, we transform ourselves, each other, and the world.

Equity and Diversity: <https://calarts.edu/about/institute/equity-and-diversity>

CalArts is committed to a diverse and equitable environment in the workplace, within the classrooms, studios and beyond.

Issues of access, equity, and inclusion are indispensable to the vitality of CalArts, where the community constantly strives to deepen intercultural awareness and provide robust support mechanisms for students from increasingly varied cultural and ethnic backgrounds.

The Juilliard School: <https://www.juilliard.edu/school>

The school's mission is to provide the highest caliber of artistic education for gifted musicians, dancers, and actors from around the world so that they may achieve their fullest potential as artists, leaders, and global citizens.

UCLA: <http://www.tft.ucla.edu/about/>

The vision of the UCLA School of Theater, Film and Television is to serve as a premier interdisciplinary global professional school that develops outstanding humanistic storytellers, industry leaders and scholars whose diverse, innovative voices enlighten, engage and inspire change for a better world.

University of Missouri - Kansas: <https://umkctheatre.org/welcome/>

The faculty of UMKC Theatre work actively in professional theatre and mentor our students toward their own goals of working professionally as actors, designers, technicians and dramaturgs. Our program offers intensive hands-on experience in a teaching-hospital tradition, while at the same time fostering the analytical and contextual skills of a liberal arts education. Students gain practical experience in UMKC venues, on campus with Kansas City Repertory Theatre and on professional stages in the metropolitan

area. The whole of Greater Kansas City is our campus. Theatre is a passion. We seek it, train for it and embody it.

The University of North Carolina School of the Arts: <https://www.uncsa.edu/about/index.aspx>

The University of North Carolina School of the Arts provides gifted emerging artists with the experience, knowledge, and skills needed to excel in their disciplines and in their lives, and it serves and enriches the cultural and economic prosperity of the people of North Carolina and the nation. UNCOSA is the state's unique professional school for the performing, visual, and moving image arts, training students at the high school, undergraduate, and master's levels for professional careers in the arts. *(Approved by the UNC Board of Governors 2/2014)*

Florida State University School of Theatre: <https://theatre.fsu.edu/about/missionvisionvalues/>

**MISSION:**

Our mission is to use the evolving, live, collaborative art of theatre to develop artists and scholars who have a lifelong passion for the arts.

**VISION:**

The School of Theatre is committed to a comprehensive, student-focused educational philosophy that integrates arts theory and experiences in creating opportunities for students to become extraordinary and innovative leaders.

**VALUES:**

*Intellectual Curiosity*

We foster creative and intellectual discovery and imagination inspired by desire for knowledge, comprehension, and mastery. We commit ourselves to creating lifelong learners who appreciate and actively apply critical thinking skills.

*Creativity*

We provide opportunities and an environment to explore and create meaningful, innovative ideas that engage the interdependence of process and product.

*Community*

We champion a community of diverse peoples, practices, and ideas. We strive for open and powerful communication and unprejudiced understanding that strengthen and enrich the world.

*Professionalism*

We pursue a creative and compassionate environment committed to integrity, dignity that demands dedication, pride, and respect.

*Collaboration*

We strive for a shared vision through dynamic communication, while celebrating the individual voice, the synthesis of competing priorities and the acknowledgement of all contributions.