



NORTH TEXAS THEATER
ANTI-RACIST TRUST
INITIATIVE

DFW Theater Company Pulse Survey

November 2021

Briefing Book

INTRO

Introduction

The [North Texas Theater Anti-Racist Trust Initiative](#) is a project designed to identify and acknowledge anti-racist and DEI work being done by theaters in the DFW area. This information will then be disseminated to the DFW theater and patron community in order to identify those theaters making an effort to create safe working environments for BIPOC and marginalized groups. We hope to build trust between these communities in order to increase audition turnout, open dialogue, and improve the relationships between theater management and theater participants (e.g. actors, technicians, directors, designers, etc.)

This survey is the first step in our project and has been sent to area theaters in DFW. Results will be summarized and published on the Visions For Change website and used as a baseline to measure results as our community makes progress through this initiative. Results will also help us to identify areas of need in terms of training opportunities and guidance.

The main goals are to provide the opportunity for everyone to succeed, and to foster a sense of unity, trust, and transparency. Names of theaters that participate in this survey will be made public. A detailed breakdown of responses will not be published.

At a glance

Through a digital survey, we collected insights from 31 respondents from the DFW theater community. This briefing document outlines a summary of responses and highlights noteworthy insights and findings.

63%

Believe there are racial equity issues in your theater or company

55%

Believe there are racial equity issues in the broader DFW theater community?

60%

Have racial equity statements

(We are) committed to the kind of excellence in theater arts programming that challenges and inspires young people from every race, culture, gender, social class, ability and sexual orientation to develop their unique creative talents and individual perspectives in order to contribute to a more pluralistic and peaceful world. (Our theater) promotes equity, diversity, and inclusion in all areas of the institution, including its programming, board and staff.

We were founded on the principle of loving our community well. We strive for greatness in our art that includes diverse and beautiful voices. It is our job to continually strive to conquer our inherent biases and work to be more anti-racist in all that we do.

We are a safe space where the diversity of our world is celebrated and reflected in all who are a part of it – audiences, students, instructors, staff members, performers, producers, directors, and board members; where you are encouraged to be your authentic self, and where you will always be seen and heard. We welcome and embrace all people.

Noteworthy quotes:

Our group is located in suburban North Texas. There are racial equity issues all around us.

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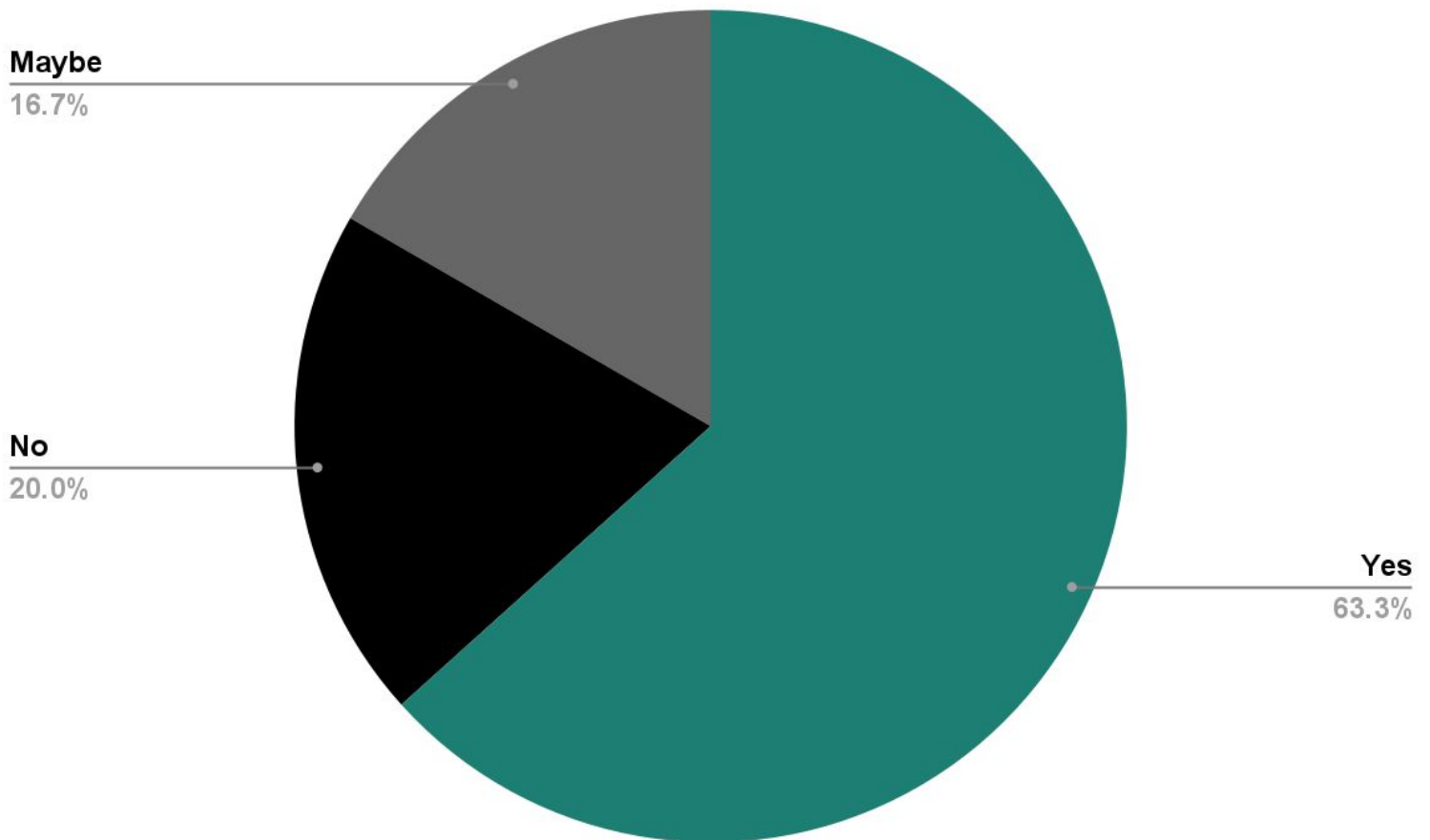
Our auditions have been run almost entirely by Caucasians, which we believe has created a poor environment for BIPOC actors. Perhaps as a result, the number of BIPOC actors who have auditioned is very low. In addition our board is entirely Caucasian which signals to BIPOC talent that we don't represent them. Finally our staff is primarily Caucasian, which means we don't hear a BIPOC perspective when we make key decisions.

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We need more BIPOC leadership: more leaders to work directly with us. Whether they be board members, mentors, directors, producers, or friends, we need more people and more perspectives.

SURVEY RESPONSES

Do you believe there are racial equity issues in your theater or company?



A few quotes:

While we have been working for years to do better, I believe there's always a deep need to reexamine and listen. We are in the process of being audited by a DEI consultant so that we can learn.

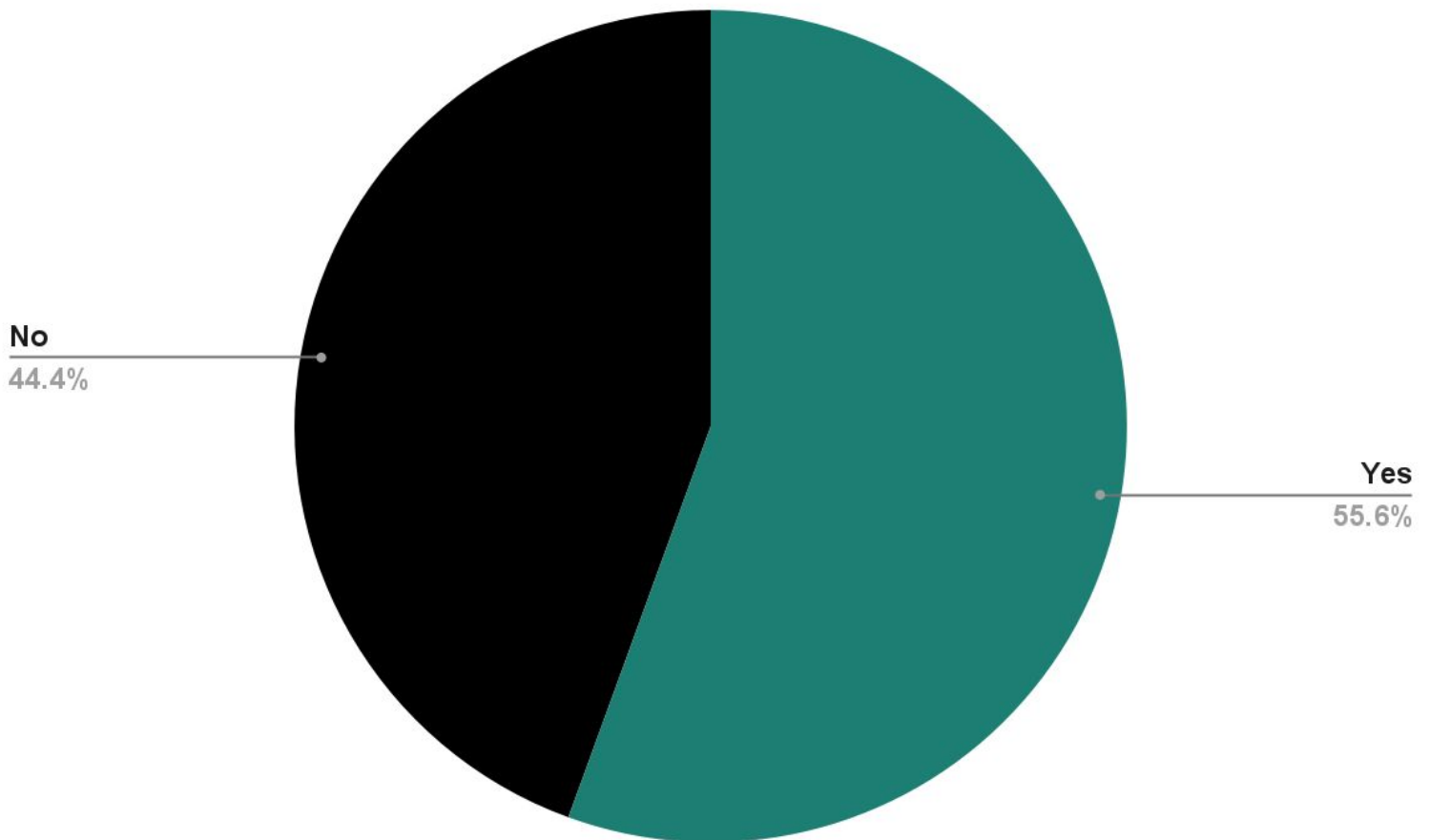
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We have worked very hard to create equity and fair procedures for casting, hiring, and beyond in our space over the past few years. But I would be naive to think that there is total equity and zero issues.

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I'd like to see us have a more diverse staff. Keep working on it. I'd like to see more audiences of color. Keep working on it. There may indeed be things I'm blind to and am open to hearing about them. We know that the path to true equity is far from over so it's a journey we continue each day.

Do you believe there are racial equity issues in the broader DFW theater community?



A few quotes:

I have seen theaters cast poorly, choose works poorly, and fail to address issues when they are called out for them.

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There are many people with power and privilege who do not really want to look at what needs to be done to achieve real equity and diversity.

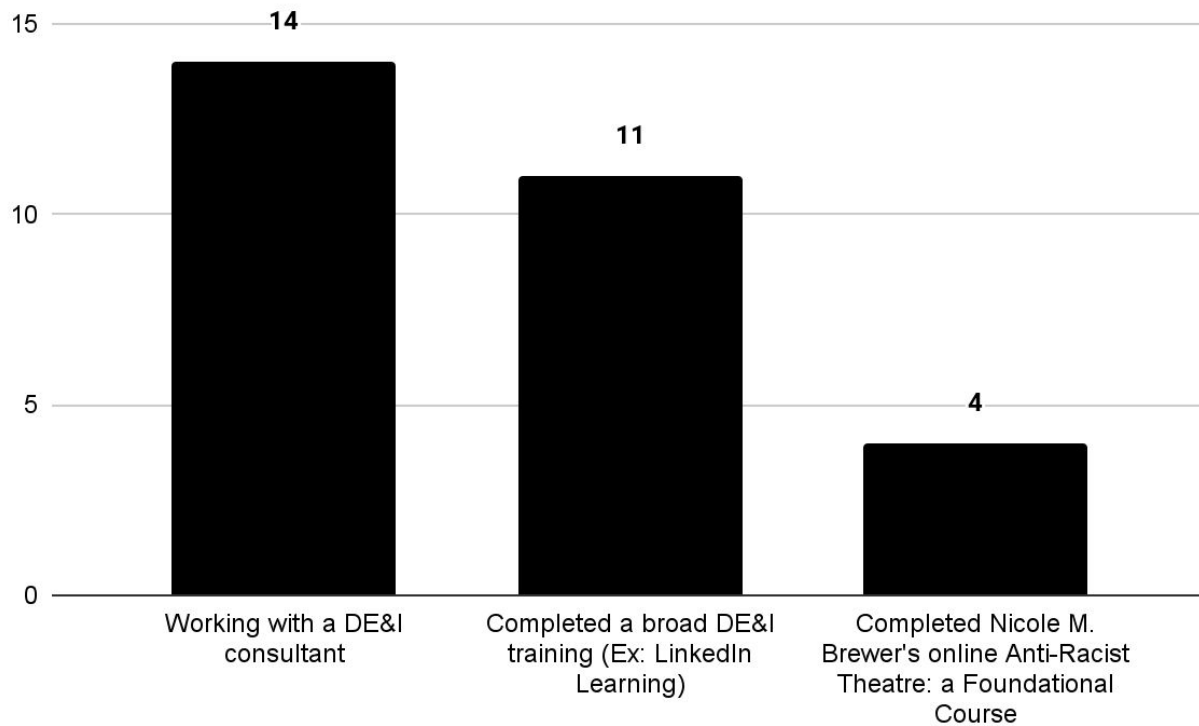
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Theatre boards, staff, cast, and audiences seem very segregated. There are primarily white theatres, primarily black theatres, and primarily Latinx theatres.

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While I think most theaters are looking to be more diverse, casts and production teams are mostly white. Also, there is an economic component. Acting, singing and dancing classes are expensive. Without these skills it is difficult for people without significant financial resources to compete for roles.

Most common activities related to DE&I training



A few quotes:

We have an all-organization working session coming in December. We also engage in community events as possible to broaden our team's awareness and understanding of DEI.

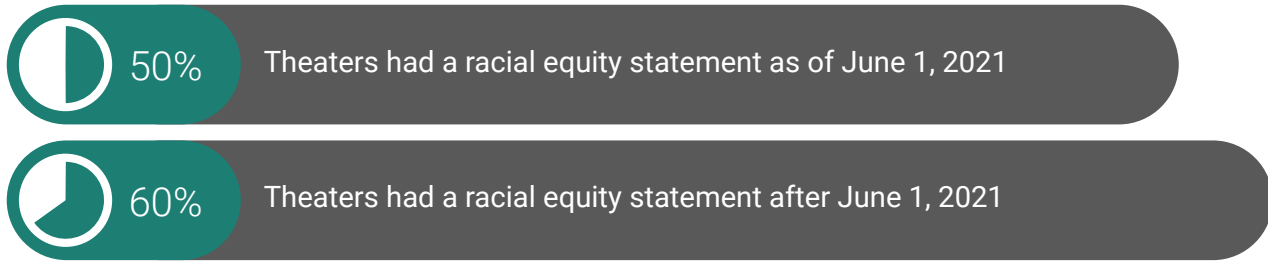
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We (my creative team) have tried to cast diversely but have had limited success with young women of color, both in replying to audition offers, and vaccination acceptance.

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We are booking a DEI consultant and completing the training following the close of our show this month. We will require our entire board to attend and complete.

How many theaters had racial equity statements before and after June 2021?



Has your theater engaged in efforts to establish anti-racist policies within the last year?

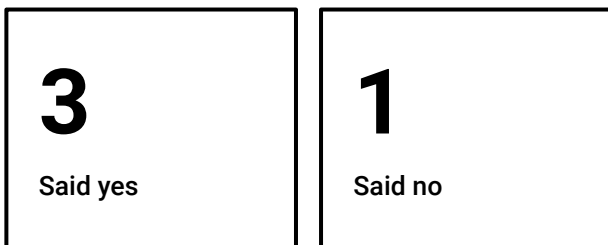


IF YES, PLEASE DESCRIBE YOUR EFFORTS

Our theatre has been closed for the last year because of the pandemic. But as a minority owned theatre since the foundation of our company won't tolerate any kind of racial discrimination, bias, insensitivity. We have also let go of people and or won't cast any who demonstrated insensitivity, bias, or bigotry towards other races, preferences, religion, etc.

We changed our audition process to include more BIPOC representation and we keep metrics to track how inclusive our auditions are. We delivered a free class to a diverse audience (over 50% BIPOC participation) to help actors prepare for our [style of] auditions. We achieved 42% BIPOC representation in our last show and 50% representation in our upcoming show. We hire a DEI consultant for every show. We created a DEI committee that oversees our efforts and makes recommendations. The leader of the DEI committee attends board meetings and advises the board from a DEI perspective. We changed our code of conduct to more explicitly call out racism.

IF NO, DOES YOUR THEATER HAVE PLANS TO ESTABLISH ANTI-RACIST POLICIES?



Would you like to share with the DFW theater community any other activities your theater has engaged in within this space, or any other thoughts you may have?

Theatres need to think outside the box. If you present diverse plays your audience will diversify. It is important to foster relationships with different communities. By doing so you will develop new audiences and find new talent for your productions.

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In the last several years, the subject of race and racial equity have been increasingly present at all levels of the organization, NOT JUST CASTING. The work seems daunting and is very uncomfortable at first BUT it has become a part of the workplace culture at [our theater].

As a staff and a team we are all looking for each other's blind spots for unconscious biases with the expressed purpose of racial healing.

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Provided space for a showing of Voices de Boriken and Puerto Rican Art Exhibit, provided over forty scholarships for Boys and Girls Club students to attend our summer camps. Participated in a Juneteenth celebration.

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Most recently we have worked diligently toward the following:

- Increased Non-union Actor pay: the previous practice of paying non-union talent in a stipend payable at closing, has been ended replaced with a higher overall stipend paid in weekly installments.
- Serve as a training ground for future theatrical professionals:
- A new Partnership with the South Dallas Cultural Center through our new initiative which invites young actors to work with professional actors in a workshop setting.
- Pending final approval, [our theater] has been working for several months with faculty at a local ISD to create & sponsor a certified music theatre magnet school program at the high school level which will utilize [our theater] as its partner theater.
- Accessible Masterclasses & Workshops for the DFW professional theater community- [our next season] will also include a new series of continuing education opportunities at [our theater] with pay-what-you-can opportunities, allowing actors of all ages & abilities to continue to develop their craft at [our theater] through masterclasses, audition workshops, & adult dance classes.
- Began Quarterly Artist Roundtable Discussions
- Board Diversification- The October 2020 class Board Members are all female & also our most diverse class ever.

[CON'TD ON NEXT PAGE]

Would you like to share with the DFW theater community any other activities your theater has engaged in within this space, or any other thoughts you may have?

[CONT'D]

- EDI Assessments of all productions- A diversity assessment of all productions where casting & hiring was completed our Producing Artistic Director's leadership, showed that [our theater] is proudly ahead of the national average for BIPOC representation on stage, as well as among creative and production teams. [Our theater] is committed to continue raising this bar:
 - Percent of BIPOC Actors: 43%
 - Percent of BIPOC Musicians: 20%
 - Percent of BIPOC Creative/Production Team Members: 36%
- Anti-racism training- [Our theater] implemented anti-racism training for all full-time employees & board members in June of 2020.
- Paid Internships [Our theater] recognizes that unpaid internships are a gatekeeping mechanism in our industry. That is why all our Summer 2021 internships are paid at \$10 per hour.
- Fair Hourly Wages- [Our theater] recognizes that hourly positions deserve a fair wage. This is an Equity issue, which is why all hourly positions now start at \$12 an hour.

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Practice love; stop tearing each other apart with hate.

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We don't feel qualified at this time to offer advice to others; we are still struggling to complete the challenges posed to us in order to become the progressive company we aspire to be.

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This isn't a particularly useful comment, but I did want to express my gratitude for the work going into creating and following through on collecting the responses to this survey. I wish this work and the related learning and growth opportunities afforded to organizations had been available when I was more active on the administrative side of theater in DFW, but I'm so grateful it's being offered now.

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Not at the moment. I think we are in a place where we need to sit back and learn and would be interested in collaborating with other ideas in the community.

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We've participated in several healing circles hosted by the Embrey Family Foundation. Board and staff members have also been trained for the past 5 years to facilitate this work.

Please describe the actions your theater plans to take to engage in efforts to foster a more inclusive environment for your constituents?

We are continuing to look at policies and procedures to evaluate and correct those that are overtly or implicitly racially biased. We have instituted an Incident reporting procedure to address Racist issues. We continue to look at programming, staffing, and casting procedures to be more inclusive.

We have always strived to be inclusive in our process from the ground up, paying non-union actors as much as we can, along with flexible, five day rehearsal schedules. We have and will continue to be mindful as we select seasons, cast plays, choose directors, etc. We will also continue to make our theatre as affordable as possible with multiple pay what you can performances. Finally, we want to reinstate talkbacks in the next season, being intentional to use these talkbacks as opportunities to discuss anti-racism and more inclusive theatre practices.

Additional responses:

1. Intentionally recruit BIPOC actors (youth and adults) for productions.
2. Intentionally hire BIPOC directors, choreographers, and musical directors.
3. Intentionally recruit and hire BIPOC Staff.
4. Present at least two productions a year which represents the BIPOC experience and requires BIPOC actors.
5. Intentionally recruit BIPOC volunteers to serve on committees and board.

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Our DEI Advisory Committee, reaching out to the BIPOC community of actors and designers, adding an ASL-interpreted performance of each production and adding a sensory-sensitive performance of each youth production.

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The first step is the diversification of our casts, which we believe will attract a more diverse audience. We have made tremendous progress already, with the upcoming cast being 50% BIPOC. The second step is diversification of our board and including their photos in our program. This is in work. The third step is diversification of our marketing and outreach programs. These activities are planned.

What do you feel is the greatest area of opportunity for your organization in terms of diversity, equity, inclusion, anti-racism, and racial healing?

8

Mentioned increasing board diversity & training board members

Reaching equitable representation for board and staff is a major opportunity and goal of ours.

10

Mentioned diverse hiring and staffing

I would like to have more diverse voices in leadership positions and on our teaching staff.

5

Mentioned mindful and diverse casting

Our greatest area of opportunity is gaining education and diversifying our casting and membership. We need voices that better represent the BIPOC community.

A few quotes:

I would like to have more diverse voices in leadership positions and on our teaching staff. Improv is historically not a very inclusive art-form and largely white. An improv training scholarship was not offered in DFW until 2016. So DFW is even farther behind the larger improv community. Our hope is that by removing barriers in regards to training and stage time we can create more trained improvisers and thus more opportunities for BIPOC performers and instructors.

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Partnering with DEI consultants outside of our organization who can assess opportunities for growth and help train staff, Board, and artists in anti-racist practices. We would also like to host anti-racism training workshops for staff and possibly members of the Board.

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When folks feel safe and a vital part of your organization-- the art truly can only get better. this will also hopefully help grow the audience in dallas-- when folks see themselves, their stories onstage.

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I feel like our board is the biggest opportunity for growth in diversity, equity, and inclusion. I feel like it will be through our practices in the rehearsal room and through the plays we choose that we will be able to foster anti-racism and racial healing, as I believe these start on an individual basis. I hope that through individually addressing these issues in each room, we will grow systemically!

What resources do you feel your organization most needs in order to achieve your goals for diversity, equity, inclusion, anti-racism, and racial healing?

“I honestly believe that mindfulness is the thing we most need. We need to be more thoughtful about each aspect of these goals, we can meet them with the resources available to us. It is with privilege that we forget to be mindful and then unknowingly participate in perpetuating racism.”

More press about what we have been achieving. We are a small company that has been making waves presenting plays that challenge the status quo. Overall, the theatre community thinks of us as an odd ball theatre company that only does gay plays, when the fact is we have presented mostly plays by diverse and some well-established minority playwrights in our history.

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We need the time to step back and honestly evaluate our practices. We need the fortitude to make some tough changes. We need the courage to do what is right even when it makes already difficult work even harder.

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Continued support from our DEI Advocate and DEI committee. Urgent need for information on how to reach BIPOC talent with our audition notices and job postings. Urgent need for access to a pool of BIPOC potential board members.

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A casting database of local actors - what they do - what their credits are - how to reach them - what they look like - references if they have them - so we could locate and invite the right talent for casting more readily.

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Guidance and resources on how to reach groups that we are not currently reaching and may not be aware of as possible constituents.

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Affordable educational opportunities that are accessible to intimate theatre companies with little to no budget.

Leadership by the numbers

See below for a quick look at racial diversity on theaters' boards and leadership team. Reference the next page for more detailed numbers.

Board Leadership

White (78%)

Non-White (22%)

Staff Leadership

White (70%)

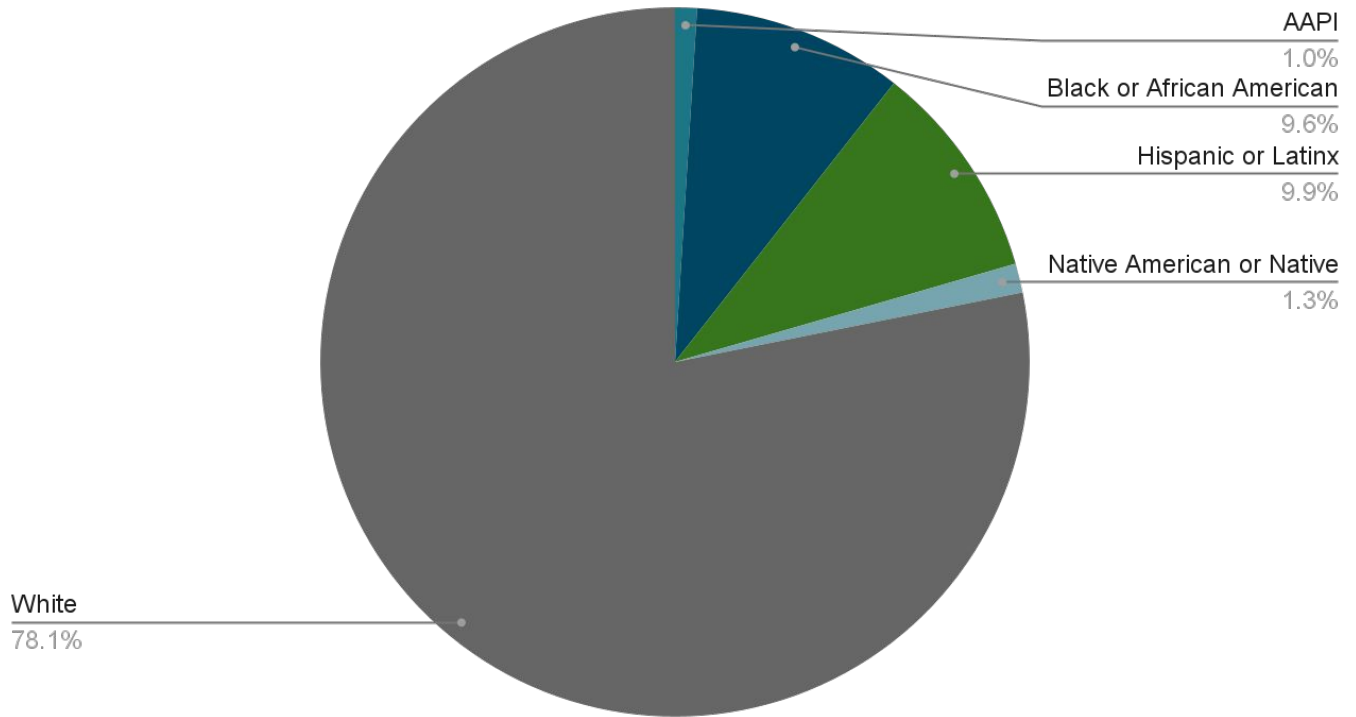
Non-White (30%)

"The main issue is that we need more diverse voices at the table. We need more diversity in senior and high level management and in the artistic leadership. We also need to continue to look at hidden biases that staff and board hold that infiltrate every aspect of the organization. And we need to make corrections to address and eliminate those biases."

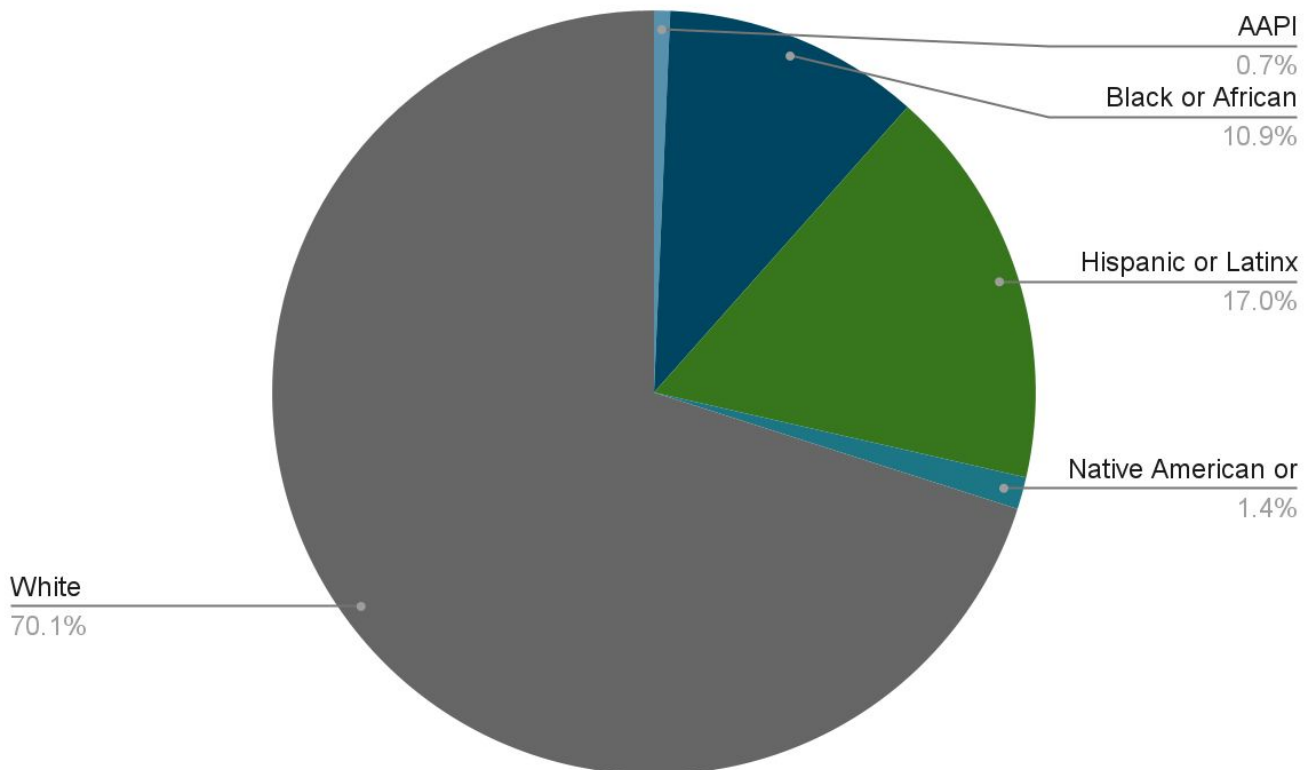
"Our auditions have been run almost entirely by Caucasians, which we believe has created a poor environment for BIPOC actors. Perhaps as a result, the number of BIPOC actors who have auditioned is very low. In addition our board is entirely Caucasian which signals to BIPOC talent that we don't represent them. Finally our staff is primarily Caucasian, which means we don't hear a BIPOC perspective when we make key decisions."

How many Boards/Teams have...	Boards	Leadership Teams
No Black representation	11	20
No Hispanic/Latinx representation	22	15
No Native American or Native Hawaiian representation	21	29
No Asian/Pacific Islander representation	22	29
No White (Non-Hispanic) representation	1	3

Racial Makeup Board of Directors



Racial Makeup of Staff Leadership



Additional Comments

Thank you. The more we discuss racial issues in our organizations, the more we can come together and empower everyone towards an inclusive community.

Being a new, small company expanding our board and team has been a slow-going process. We have set a goal to have at least 50% representation of the global majority on both by 2023.

Our staff also consists of a mix of gender identity and sexual orientation and is made up of a large number of female directors and designers contracted on a per show basis.

I am an independent artist attempting to make art and give opportunities to the best talent in the area that says yes, shows up, and is excellent. It isn't easy for any of us. Just sayin'.

We are working hard to diversify leadership and do see this as an area of growth. We are new and we're founded based on who volunteered in our virtual group. Our first staff hire was a woman of color and our workshop teachers have been 50% PGM. We also have a very diverse staff for our current production that is live and pays. That is comprised of a range of gender identities and racial identities. Show staff: 4 PGM (Latinx & Black) with 4 white so we are 50/50.

We don't have permanent staff, for each show I contract in who we need. We don't ask them to disclose their racial/ethnic background. I am the sole proprietor for the company/Artistic Director. I am from Mexico, white, and gay. I do have an advisory board that I use in play selections, but even this group is not a permanent "staff" and this group is by the looks of them multiracial and multi-ethnic. But I've never asked them to identify their ethnicity and race.

RACIAL EQUITY STATEMENTS

Racial Equity Statements

Summary sentence.

We want to leave no room for doubt that we stand with all marginalized and underrepresented communities. Silence is complicity. Our platform gives us a voice denied to so many. Therefore, here is our pledge to our friends in the BIPOC and LGBTQ communities, as well as Persons with Disabilities*.

1. We will speak up against acts and words of hate and hold individuals and institutions accountable for their actions.
2. We will do the work within ourselves so that we can put a stop to the institutional bias that is all-pervasive.
3. We will listen more and talk less when you teach us.
4. We will employ you, collaborate with you and help you tell your stories with the dignity and respect deserved.
5. We will not allow fear and systemic bias to guide our decisions.

We have been working hard to examine our own culpability and creating actionable steps in the fight for change, beyond just pledges.

We invite our community to join us as we create a path forward for our theater to be an equitable, just and inclusive space.

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Anti-Racism Ethos:

To acknowledge and be mindful that racism permeates all industries, including theatre throughout its history, and prioritize [our theater's] responsibility to counter those influences through active anti-racist practices focused on inclusivity, accessibility, and representation in our actions, processes, and everything we do.

Anti-Racism Statement:

As artists, we are in a unique position to incite change and understand our responsibility to step up and stop this cycle of marginalization and violence within our communities. [Our theater] remains committed to being a safe space for artists to work together to create, with intention toward inclusivity and collaboration. We promise to not allow hate to define this critical moment. Be Safe. Be Strong. We Love You. We Fight with You. #BlackLivesMatter

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We believe that there is no place in this world for discrimination, prejudice, or racial injustice. We believe that Black Lives Matter, love is love, and that every person deserves to be treated with respect, equality, and equity. Our goal is to celebrate the diversity of our world through the creation of art, and to also reflect these values within our organization. [Our theater] strives for our stages, board, staff, and audience to mirror the wonderfully diverse community in which we live.

Over the past nine months, we have gotten to work and developed a better understanding of where we need to implement change within the workings of [our theater]. We are proud to report that the work is being done and the proper steps are being taken to learn and grow. We are taking part in enlightening conversations with members of our community, anti-racism learning sessions, and have accepted a call to action which is the first step towards meaningful change for [our theater] to build a trusting relationship with those who support us. Finally, we believe it is vital for us all to hold one another up with love, kindness, and understanding during these turbulent times. It is our hope that our children, our children's children, and all generations that come after will see one another as equals regardless of race, ability, identity, or religious affiliation.

Racial Equity Statements

[Our theater] believes equity, diversity, and inclusion are essential to honoring the unique identities and experiences of all individuals in fulfillment of our mission to cultivate a diverse and vibrant arts community.

We are mindful that not everyone has access to fully participate in the arts due to historical and current discrimination.

We welcome each individual as important contributors to our space.

We celebrate the many differences that each individual brings to our space.

We commit to working to counter oppression within the arts community by providing a space where all individuals may truly engage with [our theater].

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DIVERSITY, EQUITY, INCLUSION & ACCESSIBILITY

[Our theater] believes that theater is an art form where the work can and should be challenging, experimental and bold. Freedom of artistic expression is essential, and it is [our] responsibility as a theater to make sure that freedom is equally accessible to all. [Our theater] has been a socially conscious, mission-driven theater since its founding and holds steadfast in its belief that if the theater is truly a place to raise questions of the world in which we live, then all voices must be present, supported, and safe in the room where it happens. [Our theater] recognizes the systemic harms and implicit biases perpetuated by and within the theater industry that those harms and biases have created both racist and inequitable environments and barriers to participation. [Our theater] is actively committed to improving those environments and breaking down these barriers by being an ally in the community and amplifying artists and stories that have been historically underrepresented and under-resourced by the theatre field in an equitable, inclusive, and accessible environment. An environment where all persons can interact safely, comfortably and productively.

[Our theater] is proud to be an equal opportunity employer. Applicants from all populations underrepresented in the theater field are strongly encouraged to apply. All qualified applications will receive consideration for employment without regard to race, color, religion, gender identity or expression, familial status, sexual orientation, national origin, ability, age, or veteran status.

Since its inception, [our theater] has believed the theater should be affordable and accessible to all who wish to attend. In 2017, [our theater] pivoted its long-standing Pay-What-You-Can program to [a new] initiative, which provides 20 free tickets to every [our theater] mainstage performance. These tickets are available to anyone who requests one, seeking to remove an economic barrier that may have made it difficult for [our theater]'s community to experience the work.

Over the past five seasons, 50% of [our theater]'s mainstage productions have showcased BIPOC and/or LGBTQ+ playwrights. To celebrate its 30th Anniversary and heed 2020's call to reimagine what is possible, however, [our theater] sought to deepen its commitment to equity, inclusion, and visibility by:

- Dedicating its entire 2020-2021 season to new plays by BIPOC writers, including two world premiere mainstage productions.
- Producing a [new festival], featuring commissioned new plays by four emerging playwrights of color.
- Ensuring that of all contracts offered during [our theater]'s 20-21 season (over 130), over 50% were with BIPOC artists (62% total).

Additionally, in recognition of and in alignment with the #BLACKLIVESMATTER responses to the murders of George Floyd and countless other Black individuals, [our theater] staff reviewed and continues to revisit the "We See You White American Theater" statement and demands, created by BIPOC artists in response to the pervasive racism and exclusionary practices of the theater industry....

Racial Equity Statements

....Those demands are understood and taken to heart. [Our theater] acknowledges and appreciates the labor it took to create them. Accordingly, [our theater] is continually assessing its current policies, seeking to recognize and begin to rectify any deficiencies, and set clear and active goals in all areas of the organization. [Our theater] has strengthened the language around combating racism and sexism while promoting inclusivity in its written employment policies. These policies are reviewed on the first day of rehearsal and all artists and production staff are required to sign an agreement to abide by the policies. These agreements also include a clear, confidential reporting procedure to ensure all [our theater] employees and artists are accountable, protected and empowered. [Our theater] believes that a commitment to being an inclusive, anti-racist and anti-sexist organization requires ongoing self-reflection and self-awareness and will regularly revisit this effort and review its own accountability and transparency in meeting these goals and action items. [Our theater] fully acknowledges that the problems to be addressed have existed for years upon years and have deep roots. They will not be solved by a single act, a single statement, or single meeting. This statement, however, is intended to commit [our theater] to more than a single moment – it is intended to commit [our theater] to the long and difficult process of making sure that freedom is equally available to all.

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EQUITY, DIVERSITY AND INCLUSION PLAN

[Our theater] is committed to and strongly believes that an effective and relevant organization is one that is diverse. This diversity of backgrounds and experiences creates a more robust, relevant and sustainable place in the community. We seek to achieve diversity in our workforce, leadership, creative team, productions and audience.

This commitment was formalized into an Equity, Diversity and Inclusion Plan with the purpose of building a culture to ensure that diversity is achieved.

BLACK LIVES MATTER STATEMENT

WE SUPPORT AND STAND WITH OUR VIBRANT AND COURAGEOUS COMMUNITY OF BLACK ARTISTS, WRITERS, ACTORS, SUPPORTERS, AUDIENCES AND VOLUNTEERS WHO HAVE PARTICIPATED IN MAKING UNDERMAIN THEATRE A SPACE WHERE PEOPLE MEET TO TRY AND UNDERSTAND OUR WORLD AND ELEVATE OUR HUMANITY.

WE SUPPORT AND STAND WITH THOSE WHO CALL FOR JUSTICE. ONLY WHEN ALL MEMBERS OF OUR COMMUNITY ARE TRULY RESPECTED AND PROTECTED WILL WE BE THE COMMUNITY WE ASPIRE TO BE IN OUR COLLECTIVE CONSCIOUSNESS.

WE JOIN OUR COLLEAGUES AT OTHER ARTS AND CULTURAL ORGANIZATIONS ACROSS THE COUNTRY IN REPEATING: WE SEE YOU. WE HEAR YOU. WE STAND WITH YOU.

#BLACKLIVESMATTER

Racial Equity Statements

In June 2020, a Call to Action was released to American Theatre Companies. The “We See You W.A.T.” movement demanded necessary change and vision implementation from performing arts institutions across the country. [Our theater] is currently a predominately white institution, and we have made a commitment to pursue meaningful change, to listen to wide and varied perspectives, and provide more inclusive spaces, not just now, but into the future as well. The Management Team has spent the past year dedicated to studying, evaluating, and making plans for lasting change within our institution. Below is a summary of those efforts and our commitment.

Initial Response, Posted June 2020: “As artists, we are in a unique position to incite change and understand our responsibility to step up and stop this cycle of marginalization and violence within our communities. [Our theater] remains committed to being a safe space for artists to work together to create, with intention toward inclusivity and collaboration. We promise to not allow hate to define this critical moment. Be Safe. Be Strong. We Love You. We Fight with You. #BlackLivesMatter”

Summary: Through a one-year period (June 2020-June 2021), [Our theater] dedicated regular meetings, planning sessions, and necessary conversations toward how to provide better spaces for our artists of the Global Majority. It is important to acknowledge this work is not complete, this is only the beginning, and [our theater] has begun laying a foundation that will be strengthened over the next four years. This preliminary work included:

Completion of Anti-Racist Theatre Training for the full management team from Nicole Brewer;
Creation of an Anti-Racist Ethos Statement, Support and Practice plans (see below);
Creation of a four-year plan of action, inclusive of benchmarks and measures of success;
Commitment to maintaining and prioritizing a Score-Card for monthly review by the management team and board.

Anti-Racism Ethos:

To acknowledge and be mindful that racism permeates all industries, including theatre throughout its history, and prioritize our responsibility to counter those influences through active anti-racist practices focused on inclusivity, accessibility, and representation in our actions, processes, and everything we do. [Approved May 30, 2021]

Anti-Racism Support and Practice Methods:

In order to provide a holistic and measurable plan, we determined the following priorities for support:

- Amplifying voices of the underrepresented through programming and during the creative process;
- Providing a safe and welcoming space for all artists to do the work;
- Holding ourselves accountable through defined protocols;
- Prioritizing inclusion and accessibility – both onstage and off.
- [Our theater] intends to maintain a consistent focus on this supporting initiative through the following practices:
- Amplifying voices of the underrepresented.
- Ensure conscious programming that is inclusive of non-white, LGBTQIA+, women, and other underproduced voices, especially those of the Global Majority.
- Benchmark: at least 50% inclusive programming for every season.
- Responsible assignment of roles within the creative team.
- Goal: at least 50% of all hired individuals representative of underrepresented communities by the close of the 2024 season
- Responsible casting for all shows.
- Meaning true and honest representation of the role being played as determined by the playwright’s requirements as well as providing opportunities for non-traditional casting that highlights Global Majority members in a conscious, non-tokenizing way.
- Providing a safe and welcoming space to do the work
- ...Expand representation in all available and necessary resources in order to include all participants.
- Being cognizant of accessibility needs as it pertains to supporting the work. Examples include:
 - costumes, hair, and makeup design and application;
 - inclusive shades of mics and mic tape;
 - inclusive shades of band aid/bandages in first aid kits;
 - lighting design.
- Accessibility of venues and spaces.
- Commitment to producing at ADA compliant spaces;
- Public Transportation Accessibility for hired artists

Racial Equity Statements

- Addition of an annual budget item for transportation contingency for those who have limited access to transport.
- Free parking at all venues;
- Filtered Water provided for employees in all spaces;
- Consistent confirmation of Safe and Sanitary Spaces;
- Additional management team and board presence at each performance and during rehearsal process.
- Affordable pricing.
- Increased options for pay-what-you-can performances;
- Implementation of a Scholarship program for educational programming in 2022;
- Designated Comp Pool for those in need.
- Engaging with intimacy/fight coordinators for safety of all;
- Adherence to CDC Guidelines in all spaces;
- CPR and First Aid Certifications (required for the entire team by Jan 2022);
- Anti-Harassment and De-escalation training renewed annually for the Team and Board;
- Supplemental training for SMs and Directors (in all contracts).
- HR Representative voted to Board by January 2022;
- Formalize safety plans for all spaces (alternative exits, outdoor escorts, active shooter response, tornado, power outage, etc).
- Holding ourselves accountable through defined protocols.
- Communicating reporting structure with constant reminder in rehearsal process of reporting options
- Informational Transparency between Creative Production Team and Theater Team
- Access to Information
- Annual requirement of further education
- Anti-Racism Training annually
- Anti-Harassment and De-escalation Training
- CPR and First Aid
- TABC Certification required for full management team
- COVID Compliance Training
- Creating and sending anonymous surveys measuring accessibility for performers, production team, and audience after the close of each production
- Prioritizing inclusion and accessibility – both onstage and off.
- Audience inclusion/outreach/diversification initiative to be developed by October of 2021, for implementation in January 2022;
- Expansion of Board and Management Team with a goal of 50% Global Majority presence on both teams by January 2024;
- Collaboration with artists of all disciplines;
- Always seek opportunities for Global Majority casting and hiring;
- Active outreach to underutilized/underserved communities;
- Seeking engagement with other companies, organizations, and foundations who can broaden our perspectives.
- This list is not all inclusive and is a living document that will be updated continuously as the work continues.

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Imagine a stage with the same actor playing every role – all season – every season...you wouldn't want that, and neither do we. [Our theater] is committed to developing, supporting, and presenting diverse work from diverse sources with diverse casts and crews to a diverse audience. Having a long history of doing just that, [Our theater] commits to continuing to promote these tenets in everything that we do. It makes for better theatre, and it makes a better world.

Racial Equity Statements

[Our theater] is committed to promoting diversity, equity, inclusion and social justice in our programs. The Governing Board of Directors, Management Boards and Staff encourage all [theater] families and Patrons to boldly stand with us against racism in our country and to continue to exhibit the “10 Characters” taught at [our theater] including Integrity, Leadership, Respect, and most important, to Love One Another. We stand with Black artists, educators, students and families and all People of Color in the fight to eliminate racial and social injustice. We invite all [theater] families and Patrons to take a stand against racism across North Texas and our nation.

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We believe our differences make us strong. We strive for a safe, inclusive environment dedicated to promoting the performing arts. We do not and shall not discriminate on the basis of race, color, religion (creed), gender, gender expression, national origin (ancestry), disability, sexual orientation, or socio-economic status.

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Our statement addresses racial equity issues but also gender identity equity issues and sexual orientation so it is all encompassing but it does specifically highlight racial equity. Our statement is currently being updated to reflect more of Uptown's broader practices and will be posted on our website once it has been approved.

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We are a safe space where the diversity of our world is celebrated and reflected in all who are a part of it – audiences, students, instructors, staff members, performers, producers, directors, and board members; where you are encouraged to be your authentic self, and where you will always be seen and heard. We welcome and embrace all people.

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[Our theater] is committed to creating a culture of inclusion that embraces each of our different and unique experiences and characteristics. We are committed to an equitable, diverse and inclusive workplace where individuals can thrive and succeed while growing professionally and personally.

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[Our theater] does not discriminate on the basis of race, color, religion (creed), gender, gender expression, age, national origin (ancestry), disability, marital status, sexual orientation or military status in any of its activities or operations. These activities include, but are not limited to, hiring and firing staff and seasonal employees, selecting volunteers and vendors, casting artists, contracting designers and production staff, venue rentals, or any of the theatre's services. We are committed to providing an inclusive and welcoming environment for all members of our staff, seasonal employees, clients, volunteers, subcontractors, vendors, sponsors, classes, camps and artists.

[Our theater] is an equal opportunity employer. We will not discriminate and will take measures to ensure against discrimination in employment, recruitment, advertisements for employment, compensation, termination, upgrading, promotions and other conditions of employment against any employee or job applicant on the bases of race, color, gender, national origin, age, religion, creed, disability, veteran's status, sexual orientation, gender identity or gender expression.

Racial Equity Statements

We were founded on the principle of loving our community well. We strive for greatness in our art that includes diverse and beautiful voices. It is our job to continually strive to conquer our inherent biases and work to be more anti-racist in all that we do.

We are committing ourselves to promote equity, inclusion, diversity, and care of our community in every production we produce.

How We Are Starting Strong

We believe the key to building a more inclusive theatre community is by coming out of the gate strong on where we stand and the processes we build. Here are a few of the ways we are doing this:

Our virtual performances have established casting processes that ensure they are cast age, race, and gender-blind. (visit our virtual productions page to find out more.)

Advise directors to cast color, body, and gender-consciously in all productions so that diverse individuals will be represented.

Actively finding new ways to stage classic works so that they can tell more modern and diverse stories.

Our end-of-season award show, recognizing performances in our virtual series, has no gendered categories. This focuses on the work rather than the gender-identity of the performer. (Tonys, are you paying attention?)

Built a DEI Advisory Council full of diverse individuals who are passionate about inclusivity for members of the LGBTQIA+, BIPOC, and Differently-Abled communities

Created a process for members to explicitly call out racism or sexism in any form.

Tracking metrics for auditions on diversity representation to track our progress and highlight opportunities to improve.

Actively searching for BIPOC crew and directors to diversify the voices in the room, not just on stage.

Our board supports the BLM Movement and wants to actively work towards building a better experience for members of that community in the theatre world.

Journey of Growth

We acknowledge that there will always be ways to grow and do better. [Our theater] is committed to actively learning and pursuing diverse representation in all that we do. We will continue to educate ourselves in an effort to earn the trust of every member of our community.