

STATEMENT-

revised 10/13/20

The Department of Theatre and Dance strives to encourage dialogue, promote creative self-examination, and challenge the status quo. We are a community committed to sharing stories about our collective humanity. We acknowledge that there is much work to be done to dismantle the system and culture of inequity that has prevailed for many years, and to assure a safe and equitable environment of belonging for our students, faculty and staff. We are committed to promoting and advancing students independent of race, ethnicity, disability, sexual orientation, socio-economic status, age, and gender identity.

We are developing a list of action items for the Department in order to promote inclusivity and equity in our classrooms, studios, on our stages and in the Winthrop community and beyond. This follows on-going discussions with faculty, students, and alumni. The Diversity, Equity, and Inclusion (DEI) Committee of the Department will serve as a task force to continue to support and assess programs and initiatives surrounding diversity, equity and inclusion, and adjust them accordingly.

Diversity, Equity, and Inclusion Committee

The DEI committee will consist of the entire Theatre and Dance faculty, and two current students elected by the Chair's Advisory Council. This committee will hold meetings during each semester and all members of the Department are invited to attend. Additionally, at least two members of this committee will also serve on the CVPA Social Justice Committee.

Action Plan for the DEI Committee, 2020-2021

1. CURRICULUM

Analysis of current curriculum has begun by faculty of both Theatre and Dance, with the explicit goal to decolonize our teaching of history, theory, choreography, design, directing, and performance. We are working to strengthen and integrate these principles into all areas and programs of the department.

2. ACCOUNTABILITY

Recognizing the need for a more comprehensive structure for students, staff, and faculty of all identities to voice complaints, and bring concerns to resolution, a system of anonymous reporting of incidents of microaggressions, racist comments, bias, discrimination and harassment will be implemented.

3. CASTING AND REPRESENTATION

An examination and review of current casting procedures and policies for auditions and assigning crew positions will be implemented with the goal of providing equity and accessibility in this process. Expectations of inclusivity will be intentionally integrated through color-conscious casting and communicated in the audition announcements. Directors, designers, and choreographers will be oriented on policy for all productions. We will examine our process of selecting the departmental season of productions with the intentional goals of providing equity, and celebrating diverse identities and experiences across, race, ethnicity, disability, sexual orientation, socio-economic status, age, and gender identity.

4. FACULTY AND STUDENT RECRUITMENT

We will assess and recommend changes to student recruitment practices and faculty/staff job requirements for hiring within the department and will be intentional in our desire to add BIPOC and other under-represented groups to our faculty, directors, and pools of directors and choreographers. This will be for all such positions, not solely for culturally-specific work.

5. ON-GOING SUPPORT

The DEI Committee will serve as a task force to continue to support and assess programs and initiatives surrounding diversity, equity, and inclusion. We acknowledge that these steps are part of an ongoing assessment of our practices. We must engage in open dialogue, and be receptive to change. Through continued communication and committed action, we will see change.