

Theatre and Dance Representation, Equity and Inclusion Committee

ACTION PLAN

1 TRANSPARENCY

As per UPS 211.000: "The Chair shall provide an appropriate means for the involvement and participation of students in departmental affairs."

1.1 More opportunities for students to speak directly to those in power, such as Dean and Department Chair

- ☒ ~~Held forum in December 2020 for students to speak to the Play Selection Committee and for faculty members to listen to what the students shared.~~
- ☐ Create process for organizing future forums

1.2 Clearer and more frequent communication from the Department, including subjects such as departmental work being done to address student concerns, policy decisions being made, faculty hires, events and projects.

- ☐ Hold regular forums (perhaps monthly) for students to speak to, and/or discuss with rotating faculty members.
 - ☐ Schedule meeting with Chair, REI Committee and 2021-2022 Student Liaison to map out a plan for these events,
 - ☐ Create schedule for events
 - ☐ Publicize to students
- ☒ ~~Create an active social media presence with updates about events and news related to issues of representation, equity and inclusion.~~
 - ☒ REI Outreach Subcommittee is currently engaged in this work through [cpac.greenroom Instagram](#) account.

1.3 Create more communication across two areas of Department: Theatre and Dance

- ☐ What are some steps to help this along?

1.4 Provide accessible information on roles and responsibilities of faculty and staff.

- ☒ ~~Currently creating an organizational chart for the Theatre and Dance Department with faculty and staff photos.~~
- ☒ ~~Publicize this chart and make it accessible to students.~~
- ☐ Correlate this with "where to go if you need" info.

1.5 Provide accessible information on department governance, including committee responsibilities and operating procedures.

- ☐ Create a section of the website, perhaps modeled on Loyola University's ["Transparency" pages](#).

2 RESOURCES

2.1 Intimacy training

- ☒ ~~"Staging Sex: Best Practices, Tools, and Techniques for Theatrical Intimacy" has been purchased for Duerr Library. (confirmed?)~~
- ☒ ~~Initial Intimacy Training Workshop was held on February 26, 2021.~~
- ☐ Provide annual Intimacy Training Workshop.
 - ☐ Update about course offering?
 - ☐ REI Committee meet with Dept. Chair to discuss scheduling and funding.

2.2 Reporting procedures

- ☒ ~~Currently outlined on REI section of website under "Reporting"~~

2.2 Central list of campus resources

- ☒ ~~Currently available on REI section of website under "Resources"~~
- ☐ REI Committee will continue to expand resources and streamline access to them, perhaps through use of linktrees, et. al.

3 POLICIES

3.1 Create equitable, inclusive Play Selection Committee policies

- ☐ REI Committee to meet with Department Chair to discuss potential changes to process, including:
 - ☒ ~~Have open submissions for plays and musicals to be considered~~
 - ☒ ~~Include students on the Play Selection Committee~~
 - ☐ Clarify student participation and role in the Play Selection Committee, including number of students represented, nomination procedures and voting policies. (See [UPS 100.004](#)) This would include a representative of each area of undergraduate study as well as a graduate student representative and perhaps the COTA ASI Representative.
 - ☐ Before work begins, make a document that clearly outlines the roles and responsibilities of faculty and students throughout the selection process.
 - ☐ Reinstate regular practice of students on the Play Selection Committee "pitch" shows that they are interested in, if there are students interested.
 - ☐ Offer public statements about why plays are being chosen and how they respond to the world we live in.

3.2 Create equitable, inclusive Dance Selection and Theatre Casting policies

- ☐ Equality in casting and juries
- ☐ Clarify what assessments are being made by juries.
- ☐ Form diverse casting and jury panels.
 - ☐ REI Committee check in with the Chair on progress with this work.
- ☐ Implement Identity Conscious Casting (not colorblind casting)
 - ☒ ~~REI Committee has created and approved Identity Conscious audition form~~
 - ☒ ~~New audition form has been submitted to Performance Area faculty for approval~~
 - ☒ ~~Form will be put into use based on Performance Area approval.~~
- ☒ ~~Remove language on website and Department documents about favoring "promising male students".~~
- ☐ Allow transgender students to play characters that align with their identified gender.
 - ☐ REI Committee work with the Department Chair to create an official policy about this?

3.3 Invest in accessibility. For students and audiences (and other community members). In auditions, rehearsals, classrooms, performances.

3.4 Respecting and appropriately accommodating students of all religions.

- ☐ Share information to recognize and accommodate needs of community members during high holidays and holy months.
- ☐ Do not schedule performances on holidays.
 - ☐ Religious holidays have been added to production schedules to help avoid scheduling rehearsals, techs or performances on a holiday.
- ☐ Students shall not be punished for needing to miss class due to religious purposes.
 - ☐ Communicate to both students and faculty that the [CSUF Faculty Handbook](#) expressly forbids punishing student for observing religious holidays,

4 ANTI-RACIST TRAINING

4.1 Anti-racist training for faculty and staff

- ☒ ~~Single anti-bias workshop for Faculty on Staff held on August 20, 2020~~
- ☐ Require yearly, meaningful anti-racist training for faculty and staff.
 - ☐ REI Committee to discuss with Department Chair about integrating CFA (CSU faculty union) anti-racist training with yearly retreat.

4.2 Anti-racist training for students

- ☐ Organize and publicize free anti-racist training for students each semester.
 - ☐ REI Committee to work with TAUSED and ASC to organize and fund training for students.

5 CURRICULUM

5.1 Moving away from Eurocentric and cis-heteronormative curriculum

- ☒ ~~New World Theater Histories classes starting in 2021-2022.~~
- ☐ Update departmental learning outcomes to reflect University and Departmental equity goals.
 - ☐ REI Committee and Department Chair will meet to discuss updating of learning outcomes.
 - ☐ Committee will be created to review Learning Outcomes
- ☐ Create syllabi-sharing process for faculty
 - ☐ REI Committee will investigate a method for doing this and bring it to the Department Chair
- ☐ Organize area-specific meetings with professional consultants.
 - ☐ REI Committee will discuss this with the Department Chair.

5.2 Make accessible materials that reflect diverse cultures and voices.

- ☒ ~~Duerr library collection being expanded to include more diverse authors.~~
- ☐ Develop a searchable database for the plays in the Duerr library.
- ☐ Work with the Pollock Library to develop lists of plays accessible to students.

6 VALUE STATEMENTS

6.1 Develop REI Committee Statement of ethics

- ☐ REI Committee will create and publish a Statement of Ethics.

6.2 Develop Departmental Anti-Racist statement

- ☒ ~~REI Committee will develop language for Departmental Anti-Racism Statement~~
- ☐ The Departmental Anti-Racism Statement will go to the Department Chair for approval.

6.3 Review Departmental Mission Statement

6.4 Create procedure for generating and publishing REI statements in response to major events that impact students (hate crimes, etc.)

- ☐ Create means of sharing the above statements with the department.

6.5 Land acknowledgment.

- ☒ ~~Departmental Land Acknowledgment created to recognize the owners of the stolen land we occupy.~~
- ☐ Post land acknowledgment outside theatres, and in pre-show announcements.

- ☐ Continue to investigate meaningful ways to acknowledge the original occupants of the land in relationship to our work upon it.

7 STUDENT VOICE

7.1 Recognize individuality of students and not treat them as homogenous whole

- ☐ Add this to Department Mission Statement, Values Statement
- ☐ Provide thoughtful means for students to self-identify.
- ☐ REI Committee will reach out to TAUSED to discuss other specific steps.

7.2 Counteracting the idea that students of color need to assimilate to succeed.

- ☐ Add this to Department Mission Statement, Values Statement
- ☐ REI Committee will reach out to TAUSED to discuss other specific steps.

7.3 Recognition of identity and intersections of identity within all facets of the department.

- ☐ Add this to Department Mission Statement, Values Statement
- ☐ REI Committee will reach out to TAUSED to discuss other specific steps.

7.4 Create opportunities to showcase student work

- ☐ REI Committee will reach out to TAUSED to discuss specific steps.

7.5 Generate more student involvement in Department decision-making

- ☐ Set aside time for students to sign up for committees at the beginning of the semester. Perhaps during the initial departmental meeting.
- ☐ REI Committee will discuss this with Department Chair

8 ACCOUNTABILITY

8.1 Establishing and Implementing consequences for faculty and staff for micro- and macro-aggressions based on biases.

8.2 Provide information to students about procedures for HRDI actions, Title IX actions, reporting Theatre and Dance Department issues.

- ☒ These are currently listed on the REI website under ["Reporting"](#).

9 REPRESENTATION

9.1 More faculty, staff and advisors who are LGBTQIA+, BIPOC, female, persons with disabilities, etc.

- ☒ ~~Candidate lists for faculty and staff positions are only approved by the University if that list demonstrates a diverse pool of candidates.~~
- ☐ REI Committee can create a shared pool of resources for outreach to diverse candidates.

9.2 Form diverse search committees.

- ☐ REI Committee will meet with the Department Chair to discuss.

9.3 Recruit more diverse students to the acting programs.

- ☐ Make the audition/application processes more accessible.
 - ☐ REI Committee will reach out to TAUSED to discuss current issues with this process.
- ☐ Invest in outreach to local high schools.
 - ☐ REI Committee will schedule a meeting with Office of Outreach and Recruitment


9.4 Invest in accessibility for students, audiences and other community members in auditions, rehearsals, classrooms and performances.

- ☒ ~~Arrange for 1 performance of each show to have an ASL signer. Accommodate them with access to an invited dress; with lighting and physical space and a chair and water during performances. Ideally hire 2 signers so that they may rest.~~
- ☐ Arrange for audio descriptions to be available for audience members who are hard of hearing to listen to through headphones. These may be prerecorded or, if live, a space must be provided for the describer. They should also be invited to a dress rehearsal.
- ☐ REI Committee will investigate steps for making these a regular practice.

10 MENTAL HEALTH

10.1 Provide support for students in classroom and rehearsal settings.

- ☐ Provide context and content warnings in classes for work that touches on race, gender, sex and sexuality, bodies, abilities, all forms of violence and biases, politics, religion, and more.
- ☐ Attain consent around touch and sharing personal experiences in classes and rehearsals.
- ☐ Stop culture of body-shaming
 - ☐ Remove related language from any departmental documentation.
- ☐ Address stigma against effeminate men.
 - ☐ REI Committee will speak with TAUSED to get a clearer sense of how this is expressed and what steps can be taken to remove this stigma.

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- ☒ ~~Create an equity deputy system to allow students to register concerns in rehearsal spaces.~~
 - ☐ Create an equity deputy system to allow students to register concerns in classroom spaces.

10.2 Provide Qualified Mental Health Counselors for students in Department of Theatre and Dance

Chair response (8/29/2020?) - Students referred to DSS mental health resources

10.3 Provide a physical Safespace for students on campus.

- ☐ The Department Chair is investigating the use of the Duerr Library for this. REI committee and TAUSED can make a clearer list of objectives for this space.

10.4 Provide a specific room for students to decompress, free of faculty and staff.

- ☐ Review of available space in CPAC was undertaken in Spring of 2021. The Department Chair is looking for a space that can be used for this purpose.