

x = planned; changed to BOLD X = completed; updated 12.21.24; 08.16.25

## EdTA Chapter Director DEIA Rubric

**\*Goals and action steps may extend out to 2027 if needed.**

CHAPTER NAME	OREGON THESPIANS	2023	2024	2025	2026	2027
COMPLETION YEAR						
<b>GOAL 1</b>	<b>To ensure that BIPOC voices are represented and heard in governance, intentionally prioritize, and cultivate BIPOC members (through recruitment and publicity plans) until the identified goal is achieved or exceeded.</b>					
Action Step 1	Oregon Thespians will promote Black/Brown Indigenous Thespians of Color (BITOC) membership at the troupe level across the state each week through News & Notes, as well as no less than once per month Instagram posts for the meetings.	X				
Action Step 2	By 2024, Oregon Thespians will clarify the goals of BITOC meetings and promote their relevance to members; bolstering attendance and buy-in from membership.		X			
<b>GOAL 2</b>	<b>To position our Chapter of EdTA, ETF, and ITS as a racial equity/anti-racist organization which values the participation and contributions of BIPOC, review and revise the mission, vision, and core values from a Diversity Equity Inclusion Accessibility (DEIA) lens.</b>					
Action Step 1	Oregon Thespians will review the Mission, Vision, and Values, then update the language relation to the EdTA DEI national statements by 2024.		X			
<b>GOAL 3</b>	<b>To ensure and advance an anti-racist and racially equitable culture, reduce barriers of participation and increase the number of BIPOC prospects/members, review and revise all governing, prospecting, nominating, election, onboarding, chapter charters, chapter agreements, and accountability measurements</b>					

	<b>documents and processes for the board, foundation, committees, staff, and all chapters.</b>					
Action Step 1	To ensure and advance anti-racist cultural standards in all operational practices and Oregon Thespian sponsored events, we will use an abolitionist lens to review and align all bylaws, SOPS, how-to guides, rubrics to the EDTA Racial Equity Plan.	X - 25%	X - 50%	X - 75%	X - 100%	
Action Step 2	To ensure and advance anti-racist cultural standards in all operational practices and Oregon Thespian sponsored events, we will research and implement translation technology into all forms of digital communication.				x	
GOAL 4						
GOAL 4	<b>To ensure and advance an anti-racist and racially equitable culture in the staff, board, foundation, and chapters.</b>					
Action Step 1	By 2024, enhance and promote an anti-racist and racially equitable culture throughout the staff, board, foundation, and chapters by participation in anti-racist training. Additionally, ensure transparent accountability by delivering progress reports on the racial equity plan during quarterly board, committee, and chapter meetings.			x		
GOAL 5						
GOAL 5	<b>To ensure racial equity/anti-racism is part of governance at every level, embed annual racial equity actions into the board, the foundation, and every committee.</b>					
Action Step 1	Oregon Thespians will ensure racial equity/anti-racism by defining and clarifying “racial equity action” for Troupe Directors through our print and digital media by the spring 2024. SEE HERE: <a href="https://www.oregonthespians.org/deia">https://www.oregonthespians.org/deia</a>		x			
Action Step 2	Oregon Thespians to ensure racial equity/anti-racism will review the existing action plan annually beginning in August 2023.	x	x	x	x	x
GOAL 6						
GOAL 6	<b>To ensure racial equity/anti-racism in governance, empower the DEIA committee and any other member of the board and ETF with the power to request “to reconsider action” prior to adoption, if the potential for inequitable/racist outcomes is perceived.</b>					

Action Step 1	Oregon Thespians will hold regular monthly or quarterly meetings of the EDIA committee to review one of the Oregon Thespians policies, procedures, practices, and events until all have been reviewed, and then continue the cycle again as part of ongoing EDIA work.	x	x	x	x	x
Action Step 2	Oregon Thespians will develop a complaint process and protocol plan, and adopt this plan at our August 2023 board meeting.	x				
<b>GOAL 7</b>						
	<b>To ensure that BIPOC voices are represented and heard, elevate BIPOC member(s) to leadership with the following appointment goals:</b> <ul style="list-style-type: none"> <li>o At least equal representation of the board, ETF, and student leadership are BIPOC/non-BIPOC</li> <li>o At least equal representation of all committees is BIPOC/non-BIPOC</li> </ul>					
Action Step 1	Oregon Thespians will increase and build relationships by reaching out to three new theatre companies every year who are representative of BIPOC theatre artists to volunteer for our organization.	x	x	x	x	x
Action Step 2	Long-term: Work with Oregon Department of Education (ODE) and Teachers Standards and Practices Commission (TSPC) on Theatre Teacher required licensure and hiring BIPOC.			x	x	x
<b>MISC</b>						
	Offer to pay charter fee Title I Schools (TSI %, SES)/ First 6 members provide grant					
	First timer fee level at other events beyond Oregon Theatre Educators Association (OTEA) across the membership (First time free, if only attending as an observer).	x	x	x	x	x