

STATEMENT-

revised 08/17/22

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 have developed and continue to amend 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, 2022-2023

1. CURRICULUM

We will continue the analysis of curriculum with the explicit goal of moving as many identities as possible from the margins to the center of our teaching of history, theory, choreography, design, directing, and performance.

2. **ACCOUNTABILITY**

We Recognize the need for a comprehensive structure for students, staff, and faculty of all identities to voice complaints, and bring concerns to resolution. We will include the following link on our department website:

“If you have been the target or witness to a bias incident, you are encouraged to complete the online form. All efforts will be made to protect your privacy as allowed by federal law. Information provided through this form helps us better understand campus climate.”

https://cm.maxient.com/reportingform.php?WinthropUniv&layout_id=16

3. **CASTING AND REPRESENTATION**

We will review casting procedures and policies for auditions and assigning crew positions with the goal of providing equity and accessibility in this process. Expectations of inclusivity will be intentionally integrated 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, region, socio-economic status, religious belief/faith, 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 all other under-represented groups to our faculty, directors, and pools of directors and choreographers. This will be for all 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 will engage in open dialogue, especially with students, and be receptive to change. Through continued communication and committed action, we will see change.