



Advocacy and Allyship Anti-Racism Initiative Timeline

Foundation Work – Year One

2020-21 School Year

Foundational actions for Department:

- ☒ Develop and approve Anti-Racism initiatives and timeline
- ☐ Establish Advocacy and Allyship standing committee with faculty/staff and student representation
- ☐ Faculty/Staff attend Equity retreat
- ☐ Faculty/Staff attend COFAC *Making Room for Multiple Centers* workshop by Dr. Lindsay Bernhagen
- ☐ Faculty/Staff complete remaining Equity training provided by CITL
- ☐ Faculty/Staff engage in *Equitable Teaching Practices and Anti-Racism* Canvas module
- ☒ Produce *In This Moment* project
- ☐ Review and discuss casting/production assignment policies in context to Advocacy and Allyship Committee internal audit of past 8 seasons
- ☐ Discuss casting/production assignment requirements for graduation
- ☐ Discuss support of First-Year Seminar as a department
- ☒ Provide space for BIPOC and QTPOC students to voice questions, experiences, concerns and suggestions as it relates to their participation in department classes and productions
- ☐ Support frequent Brown-bag informal sessions where students can gather with Faculty/Staff and guests to research/discuss topics pertaining to White Supremacy, Euro-Centrism, and the Black Lives Matter movement
- ☐ Offer Land Acknowledgements in production, classes, meetings and other events and in department literature.

Foundational actions for Advocacy and Allyship Committee (and its partners):

- ☐ Recruit student collaborators to serve on the committee
- ☒ Organize listening session open to current students and alumni and attending by the Faculty/Staff
- ☐ Develop Equity retreat for Faculty/Staff
- ☐ Develop *Equitable Teaching Practices and Anti-Racism* Canvas module for Faculty/Staff
- ☐ Provide Land Acknowledgement language
- ☐ Establish funding for BIPOC guest artists for 2021-22 season.
- ☐ Produce internal audit of productions, casting/production assignment policies and tendencies (if any) from past 8 seasons
- ☐ Provide letter of support to revive First Year Seminar to the Provost, the Dean of University College, and Director of College Education (if Department is in consensus)
- ☐ Create follow-up procedure to process/follow-up on questions, experiences, concerns and suggestions offered by BIPOC and QTPOC students
- ☐ Request representative of the Multicultural Affairs office to present at first-year orientation
- ☐ Produce internal audit of all marketing materials
- ☐ Place Anti-Racism Initiative on departmental web-site and plan frequent updates to report on actions taken.

Foundational actions for individual Faculty/Staff:

- ☐ Provide Land Acknowledgment to all classes, rehearsals, meetings
- ☐ Review course syllabi for opportunities to be multi-centric
- ☐ Seek opportunity for Anti-Racism and Cultural Equity training
- ☐ Complete Harvard Implicit Bias Test

☒ Indicates action is in progress

KEY:
Faculty Development and Recruitment
Artistic Equity and Inclusion
Curriculum
Student Concerns
Community Engagement