



University of Wisconsin-Stevens Point

College of Fine Arts & Communication
Department of Theatre & Dance

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University of Wisconsin-Stevens Point
Department of Theatre and Dance
Advocacy, Allyship, and Access Committee
Department Approved 2.5.21

Dismantling White Supremacy, Discrimination, and Oppressive Structures
FINAL DRAFT

Areas of Change:

1. **Faculty Development and Recruitment**
2. **Artistic Equity & Inclusion**
3. **Curriculum Change**
4. **Student Concerns**
5. **Community Engagement**

1. Faculty Development and Recruitment

Faculty Development – Actionable Items

The UWSP Department of Theatre and Dance will:

Provide this plan to faculty and instructional staff for review *prior to the end of July 2020*, and discuss adoption of this plan with faculty and instructional staff *by August 11, 2020, and adopt it on or by February 15 2021*.

In addition to any training mandated by the University of the College of Fine Arts and Communication, the Department will provide and invite attendance at a two-day session during 2021 moderated by outside experts and Advocacy Allyship volunteers to facilitate review and understanding of, and commitment to, this action plan and the concepts of equity embodied within it.

Within one year, and annually thereafter, require faculty and instructional staff read / complete resources posted in an open Equitable Teaching Practices and Anti-Racism Canvas module created by the AAA Committee and approved by Lindsay Bernhagen/Sam Dinga/outside consultants as part of preparation for annual Winterim anti-racism faculty development.

Participate in larger university-wide initiatives or learning communities *as such opportunities are presented*.

Establish a permanent standing Department of Theatre and Dance Committee or Allyship, Advocacy, and Assess in August 2020.

Within one year, provide and require annual training for all faculty and staff in cultural competency and equity practices to prepare for metrics development.

Within two years, as a Department, collaboratively develop and establish equity-oriented faculty performance and evaluation metrics.

**** Within three years*, implement the established metrics in PTR, staff reviews, and post-tenure review processes.

Faculty Recruitment – Actionable Items

The UWSP Department of Theatre and Dance will:

Within one year, require that all faculty complete ethics training offered by UWSP HR prior to participation in any hiring committees AND also encourage completion of the implicit.Harvard bias questionnaire.

During the next five years, examine and expand its faculty and guest artist recruitment process by;

- expanding our outreach to potential future faculty who are Black, indigenous, or otherwise underrepresented through actively building relationships with our guest artists of color, graduate programs in theatre and dance, and theatres, dance companies, and theatre and dance professionals for Black, indigenous, and other underrepresented voices
- nurturing emerging theatre and dance professionals through long-term residencies (see also Artistic Equity and Inclusion)
- Advertising/professional affiliates/publications/industry databases
- Prioritizing faculty and staff diversification in our recruitment and hiring practices
- and by creating and promoting a multi-centric culture attractive to and welcoming towards potential faculty who are Black, indigenous, or otherwise underrepresented, in part through *immediate* adoption of this action plan

2. Artistic Practices – Equity and Inclusion (*Guest Artist, Season Selection, Casting*)

Guest Artists – Actionable Items

The UWSP Department of Theatre and Dance will:

Over the next five years, prioritize inviting Black, Indigenous, and other underrepresented voices as artistic professionals in the Department of Theatre and Dance.

Immediately initiate a formal request that **COFAC Creates** and **Great Artists, Great Speakers** funds be partially allocated for the purpose of hiring Black, indigenous, and other underrepresented voices as guest artists for residencies throughout the School of Performing Arts.

Immediately identify potential additional funding through initial and ongoing consultation with Maggie Marquardt, COFAC Director of Development, with the goal of acquiring \$10,000 annually for funding of Black, Indigenous, and other underrepresented voices as guest artists.

Within the next two years, Ensure/ annual hire of at least one Black, indigenous, or other underrepresented guest professional in the production disciplines (design, sound, choreography, lighting, costumes, other).

Within the next two years, ensure hire of at least one Black, indigenous, or other underrepresented guest director or music director annually.

Within the next one to three years, reach out to Black, indigenous, and other underrepresented artists programmed to perform at regional venues and offer guest speaking/teaching engagements.

Season Selection – Actionable Items

The UWSP Department of Theatre and Dance will:

Immediately commit to programming seasons that, in their totality, represent multiple cultural perspectives.

In Fall 2020, facilitate and produce a devised theatre mainstage event, “In This Moment”, that provides all students with agency to voice their unique cultural experiences regarding social justice, dismantling white supremacy, anti-racism, Black Lives Matter, Covid-19/global pandemic, LGBTQ+ issues, the environment and sustainability, immigration, #MeToo Movement, and the upcoming election.

Immediately undertake a review of the last eight years of our theatre and dance presentations to provide a baseline from which to measure progress in programming multi-centric performance works.

Within the next two years, recruit and engage Black, indigenous, or other underrepresented guest artistic professionals sufficiently far enough in advance to plan the annual season with their input and full participation.

Within the next three years, commit to annually producing at least one mainstage play or musical by and for Black, indigenous, and other underrepresented artists.

Within the next three years, commit to bi-annually producing at least one reading by and for Black, indigenous, and other underrepresented artists.

Within three years, produce an annual New Voices Festival – commissioned and curated by our students.

Within five years, establish a Foundation Fund (\$200,000) to provide 10k annually for use in producing works by Black, indigenous, or other underrepresented voices.

Casting – Actionable Items

The UWSP Department of Theatre and Dance will:

Immediately, gather data from OIR regarding percentage of Black, indigenous, and otherwise underrepresented students in the Department of Theatre and Dance; and review the last eight years of our casting in theatre, musical theatre, and dance productions to establish a baseline in casting in leads, secondary, and ensemble roles, student designers, and other prominent production positions.

Within one year, discuss the Department casting policies and commit to casting each student in our BFA and Dance BA performance programs in at least one substantive role as a graduation requirement.

Within three years, ensure that seasons include casting opportunities for Black, indigenous, and other underrepresented students in plays by such authors that reflect those cultural perspectives.

3. Curriculum Review

Individual and Departmental – Actionable Items

The UWSP Department of Theatre and Dance will:

Immediately draft and submit to The Provost, Dean of University of College, and Director of College Education a statement of support for Dr. Sam Dinga's efforts to revive First Year Seminar for all incoming first-year students.

Immediately begin a review of theatrical and dance materials in the UWSP library that were authored by Black, indigenous, or other underrepresented artists with the goal of evaluating and gradually expanding our catalog of music, plays, and other artistic resources authored by Black, indigenous, and other underrepresented authors.

Within one year to three years, increase the number of materials and resources authored by Black, indigenous, or other underrepresented voices to a level that reflects the evolving multi-centrism of the fields of theatre and dance. **(note – no library funds allocated for this fiscal year).**

- *Within one year*, each Program will review their curriculum to establish a baseline of curricular Eurocentrism and identify opportunities for multi-centrism.
- Within two years, the Department will invite external curriculum experts to assist us in becoming more multi-centric
- *Within three years*, *faculty will* examine their syllabi for opportunities to be multi-centric rather than Euro-centric

Within two years, create and require completion of a one-credit course on Equity in the Performing Arts for all incoming Dept of Theatre and Dance/Arts Management/School of Performing Arts Students.

Within three years, identify relevant courses with multi-centric perspectives offered outside our department in literature, history, the visual arts, or cultural studies, and adjust our curriculum requirements to allow their inclusion in our degree requirements.

4. Student Concerns – (*Black, indigenous, and other underrepresented Students Outreach, Alumni, Student Body, Players*)

Black, indigenous, and other underrepresented Students Outreach – Actionable Items

The UWSP Department of Theatre and Dance will:

Immediately invite a representative from the Multicultural Affairs office to present as a guest at department of Theatre and Dance Annual Orientation Session.

Immediately review all marketing and departmental collateral and imagery for positive, inclusive, and substantive representation of Black, indigenous, or other underrepresented students and people.

Immediately invite Black, indigenous, and other underrepresented students to review and provide feedback upon this Plan in an in-person session with the Advocacy and Allyship Committee. The plan will also be presented for outside review and feedback to equity experts and University equity staff.

Immediately invite Black, indigenous, and other underrepresented students to attend a faculty meeting at which to share their concerns and experiences, if they wish, with the complete faculty.

Immediately invite Black, indigenous, and other underrepresented students to nominate a Black, indigenous, or other underrepresented student representative to attend and fully participate in all meetings of the formalized Advocacy and Allyship Committee.

By the end of Fall 2020, create a departmental web page transparently outlining and evidencing this action plan, associated artifacts, and concrete steps taken towards these initiatives, and update it with departmental actions on an ongoing basis.

Within one year, examine its recruitment practices and search for balance between on-campus and remote recruitment opportunities for Black, indigenous, and other underrepresented students.

Within one year, review our program audition practices and requirements to maximize access and inclusion with both in-person and remote audition opportunities.

Within two years, create partnerships with Milwaukee School of the Performing Arts, Chi-Arts, other performing arts high schools, and other identified organizations serving Black, indigenous, and other underrepresented student populations and offer on-site master classes and auditions.

Alumni Outreach – Actionable Items

The UWSP Department of Theatre and Dance will:

Immediately invite alumni to share their experiences and concerns regarding systemic racism at UWSP in an August feedback and listening session with the faculty.

Student Body Education & Outreach – Actionable Items

The UWSP Department of Theatre and Dance will:

Immediately invite the entire UWSP Department of Theatre and Dance student body to an *August* Zoom listening & sharing session regarding systemic racism.

Present this adopted plan to the student body in a required Friday breakout session *during October 2020*.

Immediately program and present a 2020-21 weekly “Brown Bag” series of informal discussions for students moderated by faculty and guests TBA of topics pertaining to White Supremacy, Euro-Centrism, and the Black Lives Matter movement; and additional topics based on current events and student concerns.

Within one year, gather data from Black, indigenous, and other underrepresented alumni about their equity-related experiences in the Department of Theatre and Dance.

Within one year, identify an alumni panel who will partner with the Advocacy and Allyship Committee and other appropriate partners to develop a Stage Two Dismantling White Supremacy Action Plan incorporating feedback and information gained as a result of action items within this Stage One plan.

In 2020-21, create community and connection through breaking bread by programming and presenting two Open Table, Open Mic events, moderated by a member of the Department’s Advocacy and Allyship Committee and one student) and inviting members of Black, indigenous, and other underrepresented student unions and other campus organizations to attend/share food and fellowship.

Within two years, propose, develop, and add a cross-disciplinary devised theatre and dance course devoted to the use of the arts as a means of community dialogue and change.

Players Student Artistic Alliance – Actionable Items

The UWSP Department of Theatre and Dance will:

In Fall 2020, invite The Players Student Organization to suggest ideas regarding their involvement and support for these initiatives.

Immediately support the Players in their stated goals re: the above.

5. Community Engagement

Community Engagement – Actionable Items

The UWSP Department of Theatre and Dance will:

Immediately reach out to CREATE Portage County and boundary-spanning individuals on campus (e.g. Sam Dinga, Marc Young, Al Thompson) to identify Stevens Point and Central Wisconsin organizations who are engaged in complementary efforts to foster inclusion, cultural equity, and anti-racism.

In Fall 2020 reach out to those organizations to exchange information, brainstorm, plan, and initiate collaborative action in support of our common goals.

Immediately include a Land Acknowledgement prior to the beginning of every department-sponsored public presentation:

- as part of the Backstage Fund pre-show announcement for live events
- as part of the title material for online presentations
- as part of the show title page in all printed programs