

CALLING OUT TO CALL IN:

Potential Learning Experiences for Those Involved in Racist / Bias Acts, and a Departmental Response to Racism

Note- departmental equity, diversity, and inclusion policy in process as of 2/5/21

Potential Individual Learning Activities – one or more

- 1) Participate in all EDI (equity, diversity and inclusion) events offered by Department of Theatre and Dance
- 2) Meetings with Department and Advocacy Allyship Access chairs (Michael Estanich, Lisa Golda, Spring 2021) throughout a semester to deepen awareness of racial issues using one or more of the following potential activities). Keep a personal journal pertaining to their reflections and make weekly notes connecting learning activities to personal awareness.
- 3) Discuss the Ibrahim Becoming Anti-Racist infographic (based on Ibram X. Kendi's book How to Be an Anti-Racist) - : where am I on this journey, Fear, Growth, or Learning?, Take the Harvard bias test (implicit.harvard.edu) in Race, plus two more of your choice from the offered list. Discuss all at meeting
- 4) Self-assess with one or more of the following questions, including others to be created based on the hate speech, inappropriate language, demonstration of bias, and/or the context in which it occurred.

What are five facts about lynching in America and how it was used as a means of terror, power, and control?
What are some of the ways students and artists of color experience racism in our industry and our education system?

What is an implicit bias?

What are ten things I can do to be an anti-racist?

- 5) Participants will be asked to create their own self-assessment questions
- 6) Purchase and read "How to Be an Anti-Racist" by Ibram X Kendi – discussion questions will be provided weekly, one chapter per week will be assigned.
- 7) Watch 13th (Netflix) and at least one other film celebrating Black culture, life, historical figures, or a famous Black professional from the theatrical and dramatic disciplines. Discuss with Michael and Lisa.
- 8) Go to lynchinginamerica.eji.org. Choose one portion of the website to read and report back on
- 9) Individuals will re-answer the assessment questions above (4) at the end of the semester prior to final meeting.



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