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

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

Indicates action is in progress