

2022-2023 EQUITY, ACCESS AND INCLUSION PLAN



This plan was created using best practices from artEquity and We See You White American Theatre - Principles for Building Anti-Racist Theatre Systems.

PURPOSE

Take actionable steps towards being an anti-racist, inclusive, and accessible theatre. To hold ourselves accountable and provide a transparent resource for the Charlotte community to hold us accountable.

FOCUS

Continue to prioritize artist care, audience representation, and organization accountability.

KEY OBJECTIVES

ARTIST CARE	ACCESSIBILITY	STAFF DIVERSITY	ACCOUNTABILITY	EDUCATION
INITIATIVES				
<p>Commitment to hiring support staff: cultural consultants, intimacy choreographers, or trauma specialists to care for artists</p> <p>Commit to highlighting stories of joy and not only telling stories of trauma when plays are Black or BIPOC centered</p> <p>Pay BIPOC artists for any ad-hoc equity consultation</p> <p>Create humane and nurturing environments for all artists by establishing clear expectations and days off</p> <p>Disclose who is hired and working on the project with all involved</p>	<p>Affordable ticket prices that include all taxes and fees</p> <p>Discounted tickets for students, educators and veterans</p> <p>Prioritize rehearsal and performance spaces that are mobility aid accessible and accessible by public transportation</p> <p>Minimum of 50% Black and BIPOC centered programming</p> <p>Implement inclusive marketing strategy for every production including specific reach to BIPOC centered organizations and resources</p> <p>Research options to improve programming accessibility for the disabled community</p>	<p>Meet or exceed Charlotte racial and gender demographics on Board of Directors by 2024</p> <p>Increase Black and BIPOC designer and stage management representation</p> <p>Commit to hair and makeup artists who work with Black and BIPOC artists on shows centering those experiences</p> <p>Public list of Board members and a public photo</p> <p>Post compensation amounts with all job postings</p> <p>No homogenous design teams across race and gender</p>	<p>Include Indigenous land acknowledgement in rehearsals and at productions.</p> <p>Research and establish an acknowledgement of enslaved people's contributions.</p> <p>Establish a budget line item for Equity, Diversity, Inclusion, Access work</p> <p>Develop a clear plan of intervention and disruption of harm</p> <p>Powershare season planning and involve the community as script readers</p> <p>Annual review and update of Diversity & Inclusion policy</p>	<p>Commit to an all-staff and all-board anti-racism training in FY23</p> <p>Attend LEAD conference and create actionable steps to being more accessible to the disabled community</p> <p>Design and produce on demand digital programming that informs conversation around themes of each show</p> <p>Extend community partnerships to year-long engagements and create multiple entry points for people to get involved</p>

KEY PERFORMANCE INDICATORS

Target of 100% artists will work with us again in post show survey	10% increase in Black and BIPOC attendance at shows	Meeting or exceeding Charlotte demographic representation on our Board by 2024	At least 1 additional community reader per script	At least 1 published digital discussion guide per show
Majority promotor scores on overall experience	5% increase of new talent on stage and in creative teams	15% increase in Black or BIPOC designers and stage managers	Staff and board understanding the importance and purpose of acknowledgement	Community Partnership survey established
When necessary, budget allocated for designated consultants	10% increase in new to us audience members	0% homogenous design teams	Understanding of Charlotte's history in staff and board training	100% attendance for staff/board training
Key Performance Indicator tracker established for themes and representation	Expand marketing to include houses of worship, community centers, organizations, media, influencers, and leaders		Plan of actionable steps to expand inclusion of the Indigenous community	
	Complete first Accessibility assessment		Published plan on harm intervention	