

TADA! Youth Theater

EQUITY, DIVERSITY, INCLUSION, ACCESSIBILITY, AND JUSTICE (EDIAJ) PLAN

This plan is to ensure the needs of BIPOC, LGBTQIA+, and other oppressed communities among our audiences, students, staff, RYET members and families are heard and addressed.

Board and Organizational

Immediate

- Once TADA!'s Board approves this plan, it will be shared with TADA!'s constituents and stakeholders and we will invite community feedback and response.
- TADA! will establish an EDIAJ Advisory Committee. This ongoing committee of between 8 - 15 people composed of TADA!'s Board, RYET Members, RYET parents, Teaching Artists, Alumni, and Past Staff and Artists will hold TADA! accountable to its EDIAJ plan and provide guidance to update the plan as necessary. Committee Members will serve two-year terms after which they must reaffirm their commitment to the process and their ability to stay involved. New members will be added to replace members that leave. Committee members will be compensated for their time (with the exception of Board Members who serve as part of their Board commitment).
- TADA!'s budget will include a line item each year for our ongoing EDIAJ work.

Board and Staff Culture

- The Offensive Behavior Policy (listed in the TADA! Employee Handbook) will incorporate Racial and Cultural Anti-Harassment Policies. TADA! will share it with all of our constituents as an affirmation of our commitment to brave, safe work/community spaces, and 0% tolerance policies on discrimination, harassment and oppression.
- TADA!'s year-round Staff and Board will engage in Anti-Racism, Implicit Bias, Anti-Oppression and Bystander Training, to be conducted by a qualified, fully vetted specialist annually.
 - This training will be incorporated into TADA!'s onboarding process for Staff and Board, building a call-in rather than call-out culture at all levels of the organization. Discussion of current EDIAJ topics/updates is included at every Staff Meeting and will be incorporated into Board meetings as well.

Staffing

- TADA! continues to ensure transparency in all aspects of our hiring process, including listing salary ranges on all positions as that is now the law.
- We will adhere to a plan of action to provide tangible support for historically excluded artists including, but not limited to, monetary support, professional development, and intentional inclusion and implementation of input in all areas.

Creating Sustainable Pipelines for Talent

- TADA! will create more paid positions to serve as a bridge between young adults emerging in the professional world and careers in the theater field.

- TADA! commits to developing our existing talent by continuing to inform our staff (such as Teaching Artists, TA Assistants, Arts Administrators, and more) about growth and artistic opportunities throughout the entire organization.

Long-term

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- TADA! will conduct a survey of our theater and on-site facilities to determine how to make spaces (including onstage and backstage) more physically accessible for people of all abilities. TADA! will also examine how to make our on-site productions and performances more accessible to all.
- Commitment to evolving this plan as it is necessary - we are learning, and will continue to learn from our peers, experts in this field, and our own experience based on what our community needs and how we best serve them and the theater community at large.

Board and Staff Culture

- A year-round staff member to oversee EDIAJ responsibilities.
- TADA! will have equal BIPOC representation on the board.

Outreach and Marketing

- TADA! will explore transportation support/access to help expand our audiences/communities and/or how to bring TADA! programs to different communities.
- TADA! will continue to ensure that our marketing represents the populations we serve, and that our marketing outreach reaches out to a greater diversity of communities. Better understanding our audiences will help us create programming that is relevant to them.
- TADA! will cultivate and connect with other arts education and/or theater and/or youth development organizations about co-training for EDIAJ professional development.

TADA! Community Development

- A living document containing people, places, and groups to reach out to will continually be added to and shared within the TADA! Community as part of partnership outreach, staff and board expansion, and more.
- TADA! commits to evaluating past vendors and prospective vendors for their anti-racism and anti-oppression policies and practices. A vendor audit will be completed yearly and TADA! will seek to intentionally partner with BIPOC-run companies.
- TADA! commits to investing in and fostering reciprocal relationships in BIPOC communities with a concentrated focus and investment in long-term BIPOC constituent development.
- TADA! commits to making space for Indigenous involvement at every level of the organization.

Theater and RYET

Immediate

Artistic Representation

- TADA! commits to hiring with intention as we seek to expand the TADA! Family of artists and production staff with an intentional focus on hiring and commissioning people who represent the community populations we serve.
- Add an Artistic Project and Personnel Development Director (APPDD).
 - The APPDD position was identified by our EDIAJ committee as one that is necessary as soon as possible. The APPDD will represent TADA! at conferences, theater and dance performances, roundtables, workshops, etc., to increase the artistic community's awareness of TADA!, let artists know how they can get involved, and create new programs for artists at TADA!. The APPDD will increase the number and the diversity of the TADA! Family of Artists (playwrights, composers, lyricists, directors, choreographers, musical directors, designers) who will work on productions, new work development, as Arts Mentorship Program mentors and as Teaching Artists.
- TADA! will provide ongoing paid training and professional development for Production Staff, RYET staff and guest artists in Anti-Racism, Implicit Bias, Anti-Oppression and Bystander Training, student identities, trans/non-binary/gender-expansive identities and expressions, and how these topics can be taught and addressed in a classroom setting.

Production

- TADA! will continue to review our musicals and retire any that do not align with our EDIAJ values or make changes as necessary and approved by the involved playwrights, composers, and lyricists.
- TADA! commits to the production and integration of inclusive topics that may sometimes be seen as uncomfortable, such as gender/sexuality/LGBTQIA+ identities, as it pertains to TADA!'s mission as a company.
 - As part of this, we will expand BIPOC/LGBTQIA+ (generally inclusive) representation in productions written within characters, plotlines, etc.
 - In the casting process, RYET members will be encouraged to inform artistic staff of their own personal identities as they are comfortable and as it pertains to authentic, representative, and sensitive casting regarding gender, race, sexuality, etc.
- TADA! will ensure that a member of the production/artistic staff is qualified to facilitate healthy discussions on topics that come up during rehearsal, workshop, class and performance processes.

Equitable Access for Audiences

- TADA! will continue to offer Sliding Scale, Pay-What-You-Can tickets for all of our productions.
- TADA! will explore transportation support/access to help expand our audiences/communities.

Commissions

- TADA! will complete an assessment of our commissioning process to ensure equity in our commissioning fees and payment schedules. Additionally, we will develop a document that defines why playwrights/composers should write for TADA!.

Long-term

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Production

- TADA! actively seeks to produce and uplift stories written by marginalized and underrepresented voices.

Theater Culture at TADA!

- TADA! will further expand and practice bystander intervention protocols which aim to disrupt and name moments of harm ranging from microaggressions to macroaggressions.
- TADA! will examine how artistic staff in leadership roles can shift the paradigm from being “directors” (giving orders) to “facilitators” (creating containers and space for others to work and grow).

Education

Immediate

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Curriculum Assessment

- TADA! will evaluate all arts education curricula, including TADA! and Broadway material chosen, through anti-racist, equitable, and inclusive lens. This will expand upon our continued prioritization of EDIAJ through our pedagogy and practices within our existing curricula.
- Additionally, we will develop an EDIAJ best practices in the classroom document for Teaching Artists.
- Songs will be categorized by age/grade/theme to include age-appropriate songs from a variety of artists with different lived experiences.

Arts for All

- TADA! will conduct a survey of AFA families about how they heard about the program, and their experiences in our programs, to better understand how we can make our arts education programming more accessible.
- TADA! Staff will continuously review, reflect, and revise the Education Department’s website and marketing copy through an anti-racist, equitable, and

inclusive lens to make sure the language being used serves our mission, vision, and values.

Staff Representation and Development

- TADA! commits to bringing on new Teaching Artists with an intentional focus on TAs who represent the communities and school populations we serve. This representation extends to the administrative staff for the Education Department as well.
- TADA! will provide ongoing paid training and professional development for Teaching Artists, Teaching Assistants, and Arts Administrators in Anti-Racism, Implicit Bias, Anti-Oppression and Bystander Training, student identities, trans/non-binary/gender-expansive identities and expressions, and how these topics can be taught and addressed in a classroom setting.

Long-term ...

Curriculum Assessment

- TADA! Education Staff will continually unpack and create more guidelines in facilitating conversations around social justice issues in the TADA! Classroom, including presenting the history of musicals, character points of view, etc.

Arts for All

- TADA! Education Staff will regularly review, question, reflect, and revise our Arts for All financial assistance programs' language, application (and process), expectations, etc.
- We will continue to cultivate relationships with Arts for All families to partner in promoting the program to tell their authentic stories of their TADA! Experience.
- TADA! will continue to identify and develop arts education funding to increase our access to low income and underserved communities.