

SOTAD ANTI-RACISM/ RACE EQUITY ACTION PLAN



ANNUAL REPORT AUGUST 2024



* HISTORY OF SOTAD ANTI-RACISM/RACE EQUITY ACTION PLAN:

The SOTAD Anti-Racism Plan was created during the 2021-2022 school year with the guidance of consultant, Joshua Rahon Streeter ('06, B.A. Theatre; MFA; Theatre DEI Consultant). The living document was approved by SOTAD faculty in May 2022 and shared with the entire SOTAD community in October 2022.

* SOTAD ANTI- RACISM VALUE STATEMENT:

Millikin University's School of Theatre and Dance (SOTAD) is committed to becoming actively anti-racist. We understand that this will require learning, unlearning, and discomfort. SOTAD will center Black, Indigenous, and People of Color (BIPOC)/Global Majority (GM), while also decentering whiteness to re-imagining structures and systems that have long existed in the fine and performing arts and within institutions of higher education.

* IMPORTANT LINKS:

[SOTAD Anti-Racism/Race Equity Plan](#)

* 2023-2024 COMMITTEE MEMBERS:

Rachel Barnett, Beth Creighton, Jefferson Farber,
Tony Morton, Scott Wray, Daniel Yoerges

* THOUGHTS TO SHARE?

The SOTAD Anti-Racism/Race Equity Action Plan and accompanying Tracking Document are living files that are constantly being edited and adjusted. If you have ideas or comments you would like to share with the Committee, please email theatredance@millikin.edu and include "Anti-Racism Plan Feedback" in the subject line.

SOTAD Anti-Racism/ Race Equity Plan



GOAL #1

Dee Etti-Williams served as Guest Sound Designer for the Spring 2024 mainstage production of The Learned Ladies.

GOAL #3

SOTAD BIPOC/GM student forum held on 4/1/2024 and moderated by Professor Tony Morton.

GOAL #4

SOTAD faculty read and discussed "The Great White Way" by Warren Hoffman. A copy of the book was also made available in the SOTAD Script Library.

GOAL #5

Information for SOTAD Unified Auditions was sent and appropriately publicized to the entire Millikin student population.

GOAL #8

Requested and received SOTAD demographic data from MU Institutional Research for the current year and previous two years. Data will be analyzed and used to track enrollment trends.

GOAL #9

The SOTAD Anti-Racism Value Statement was approved by the SOTAD faculty and shared to the SOTAD website, social media and CTD digital signs.

GOAL #11

Language pertaining to Religious Holidays was added to the SOTAD Handbook.

GOAL #14

The first SOTAD Anti-Racism Plan Annual Report was released on August 1, 2024.

GOAL #17

All SOTAD handbooks were reviewed/edited to ensure an anti-racist environment.

GOAL #18

A feedback tool was developed and piloted in Spring 2024. Results will be analyzed and changes will be made accordingly for full implementation in Fall 2024.

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GOAL #9

The Anti-Racism Value Statement will be signed annually by all SOTAD students, faculty, student organizations, and guest artists, starting in August 2024.

GOAL #10

SOTAD faculty will compile a list and research potential summer partnerships for our BIPOC/GM students.

GOAL #12

The Anti-Racism Committee will research and promote local, BIPOC/GM-owned businesses, in hopes of creating partnerships in the future.

GOAL #15

SOTAD will produce a staged reading of A Raisin In the Sun in Fall 2024.

GOAL #16

The overall percentage of material used/taught in SOTAD classes, that is written by or telling the stories of BIPOC/GM people, will increase by 8% over the 2024-2025 school year.

GOAL #18

The feedback tool will be edited according to notes from Spring 2024 and fully implemented during the 2024-2025 school year.

GOAL #19

At least two SOTAD mainstage productions will have educational discussion opportunities accessible to both Millikin and Decatur communities.

GOAL #20

SOTAD will make at least two mainstage productions accessible to area students (specific schools, appropriate ages, and partnerships to be determined).

2024-2025 COMMITTEE MEMBERS:
TO BE DETERMINED AT FIRST SOTAD
FACULTY MEETING IN AUGUST 2024