

Theater Industry DEI Progress Report

**This survey was given in fall 2022 to theater
workers of all backgrounds**

Racial Breakdown of Participants



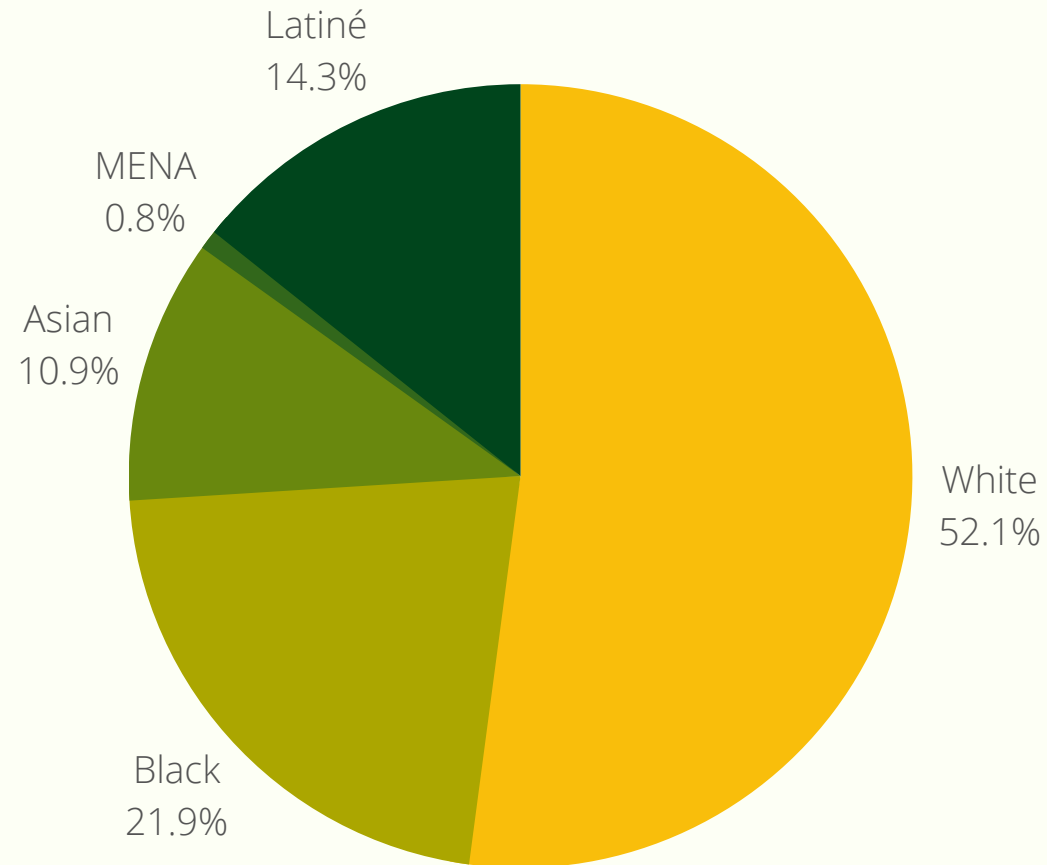
Participants were asked to self-identify:



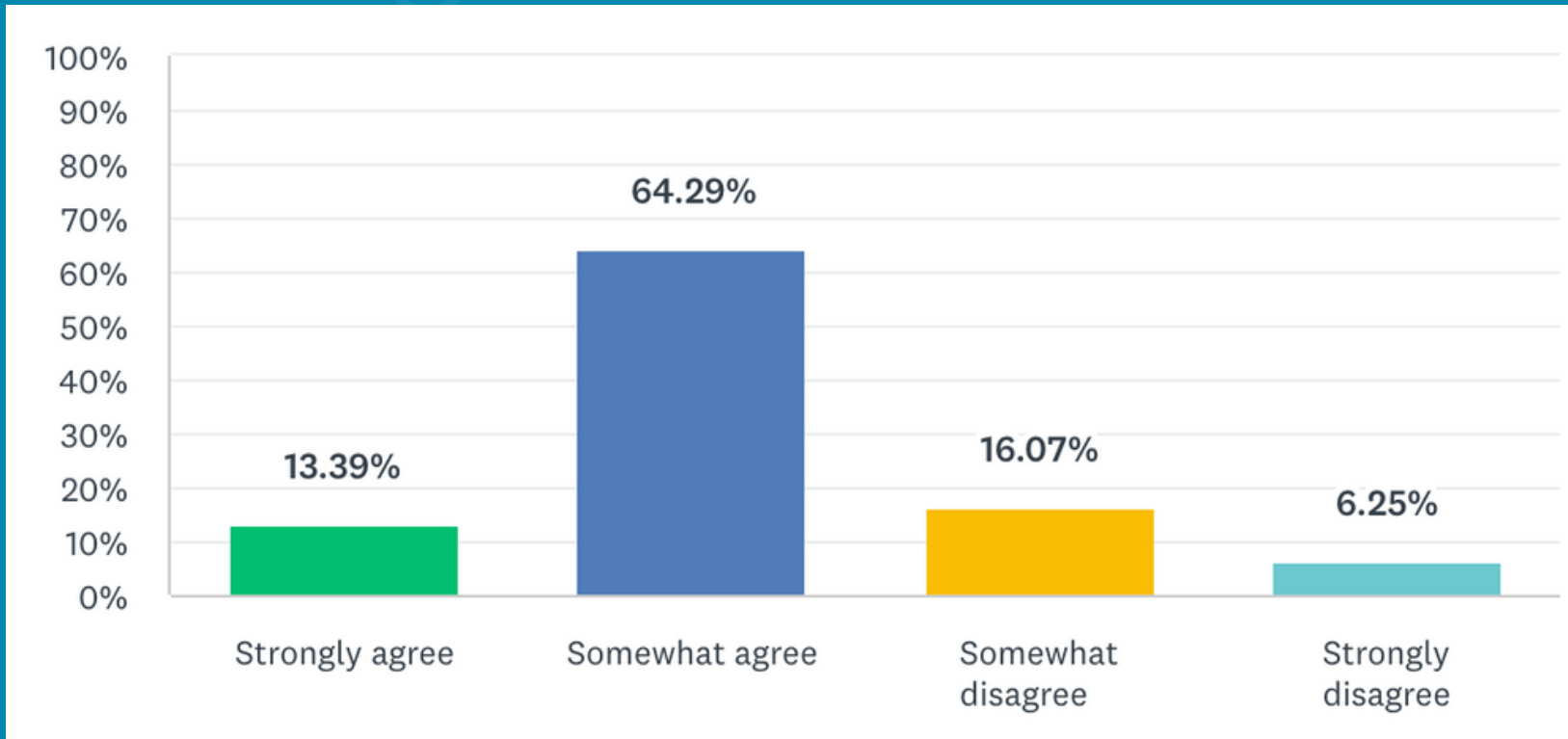
53% White
47% POC



Of which 15% identified as mixed race



Question 1: Post 2020, I have seen progress and improvement in my workplace regarding diversity, equity, and inclusion efforts. This includes shift in workplace culture, changing policies and systems that uphold white supremacy, anti-racist statements being put into practice, etc.



Reflect:



Who is responsible for workplace culture?

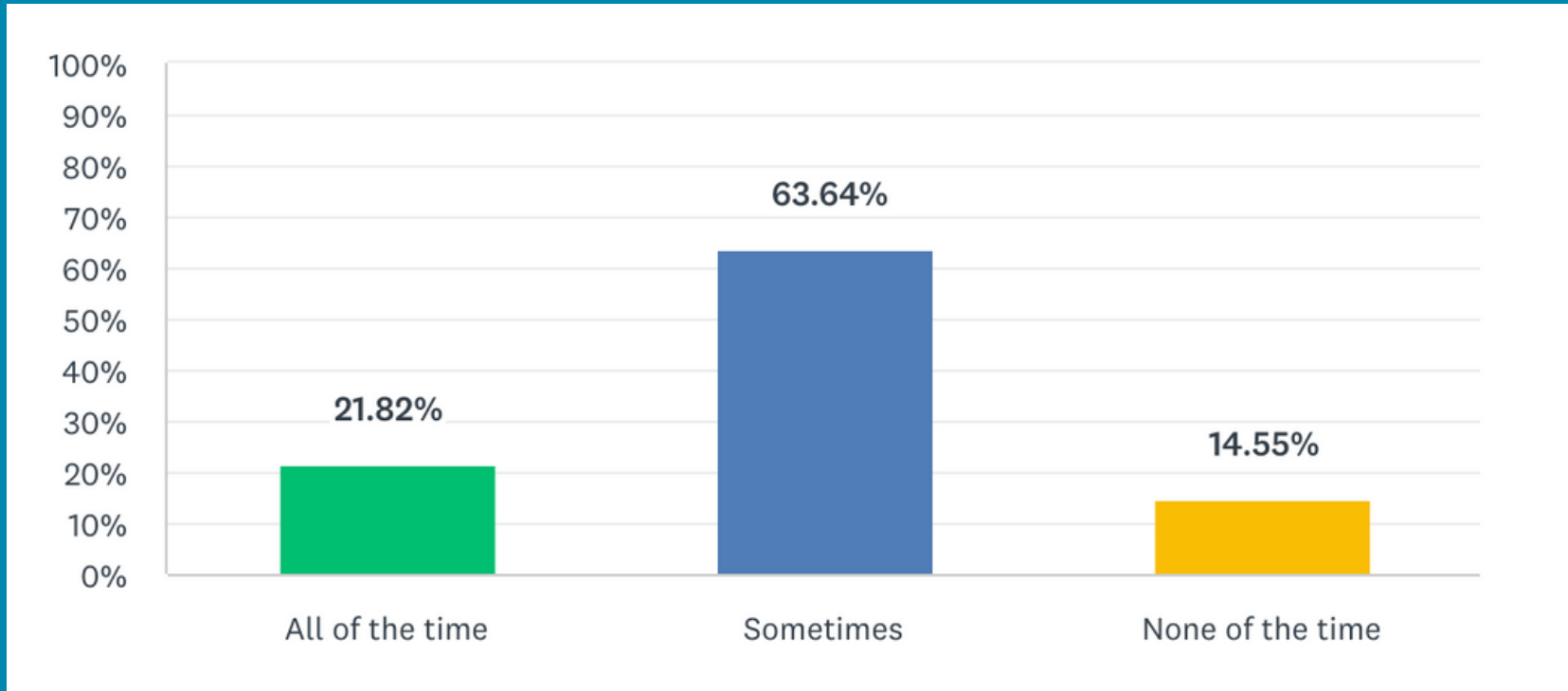


Who is designing these DEI policies and who are they for?



How does their identity intersect with the groups these policies are designed for?

Question 2: I feel that my diverse needs are being met. (wig room support for my hair texture, wheelchair accessibility, appropriate color tights and undergarments, accomodations for my chronic illness, etc.)



Reflect:



What do you know about the link between theatre history and whiteness?

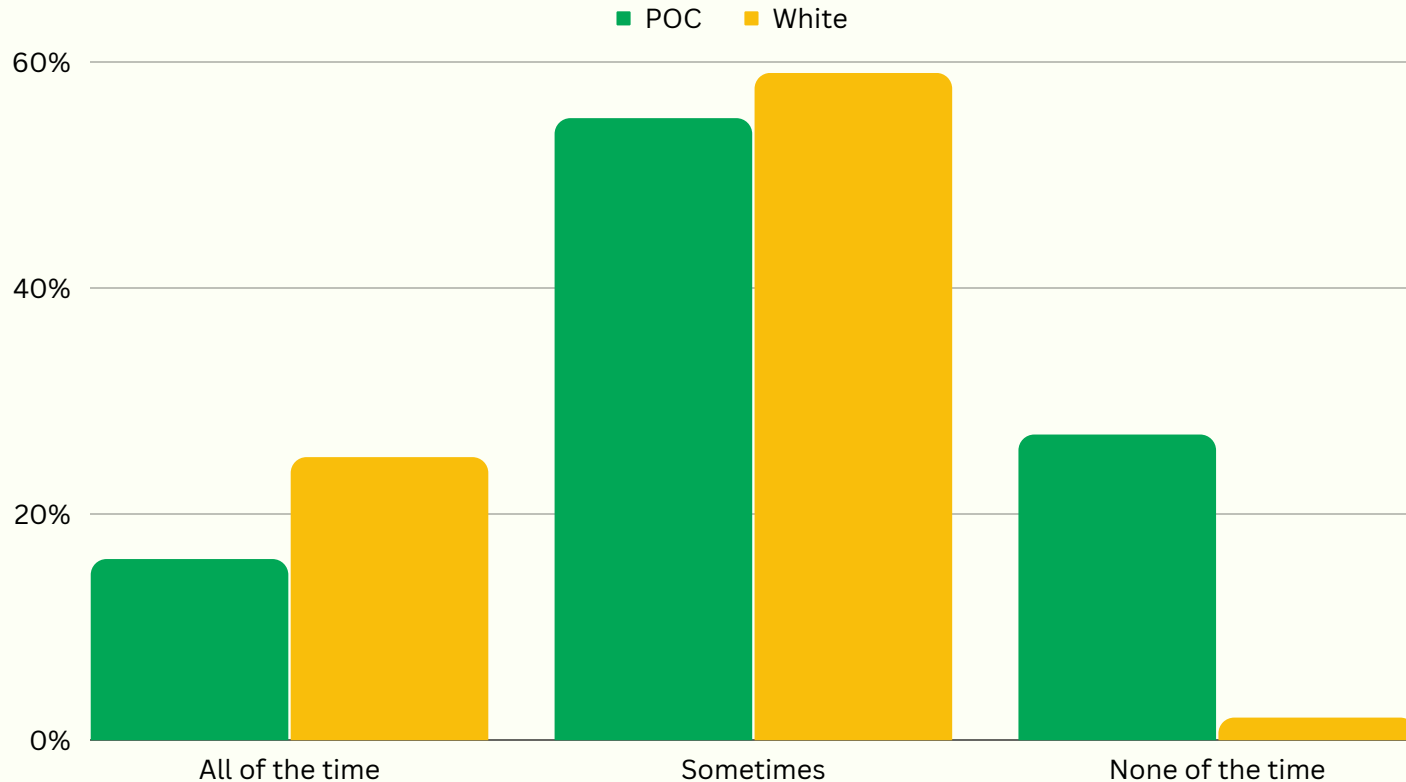


Does this apply to all types of diversity - ability, sexuality, body-size...etc?



How can we cater to the needs of POC when they are stepping into stories built from white supremacy culture?

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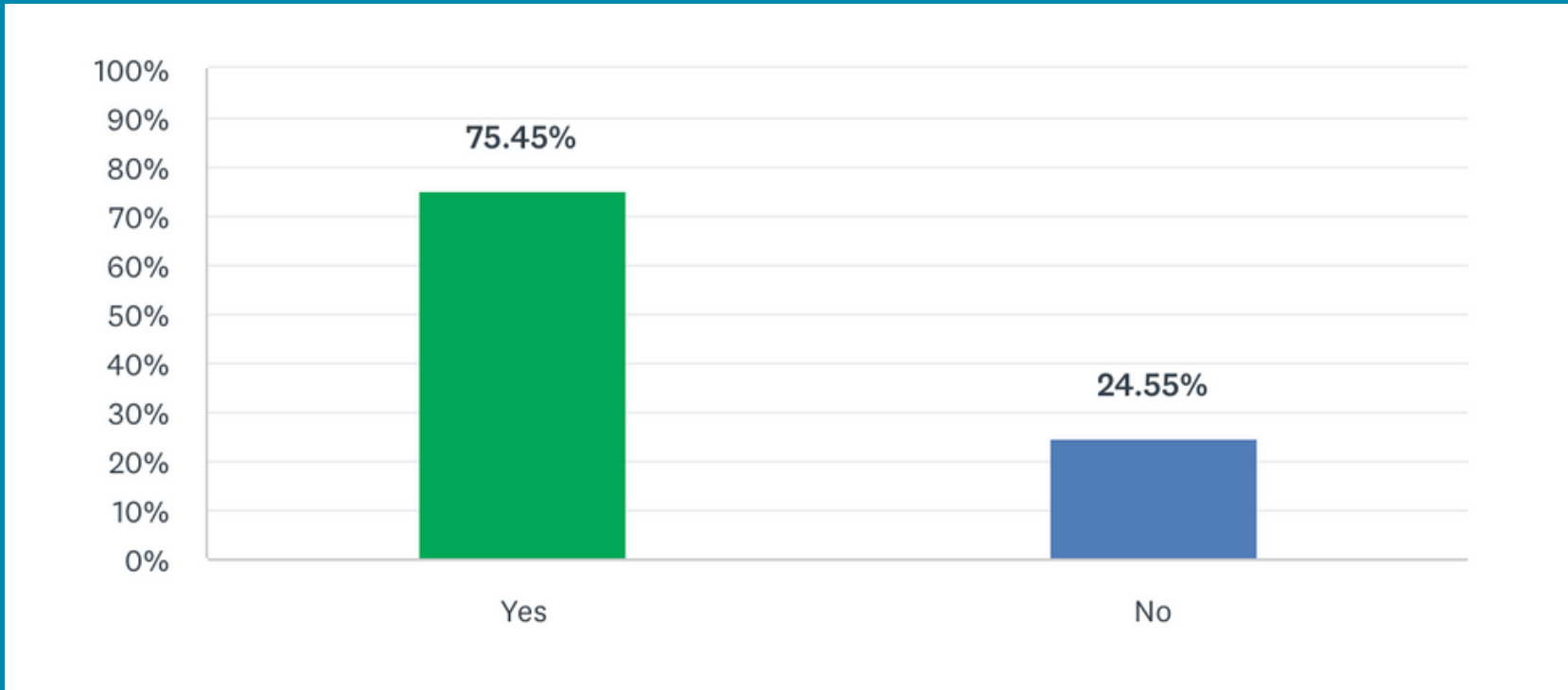


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How can we cater to the needs of POC when they are stepping into stories built on white supremacy culture?

Question 3: Post 2020 I have experienced or witnessed racial gaslighting, large scale aggressions, and/or disregard for marginalized people and their experiences within the theater industry.



Reflect:



What has changed in the industry post 2020?

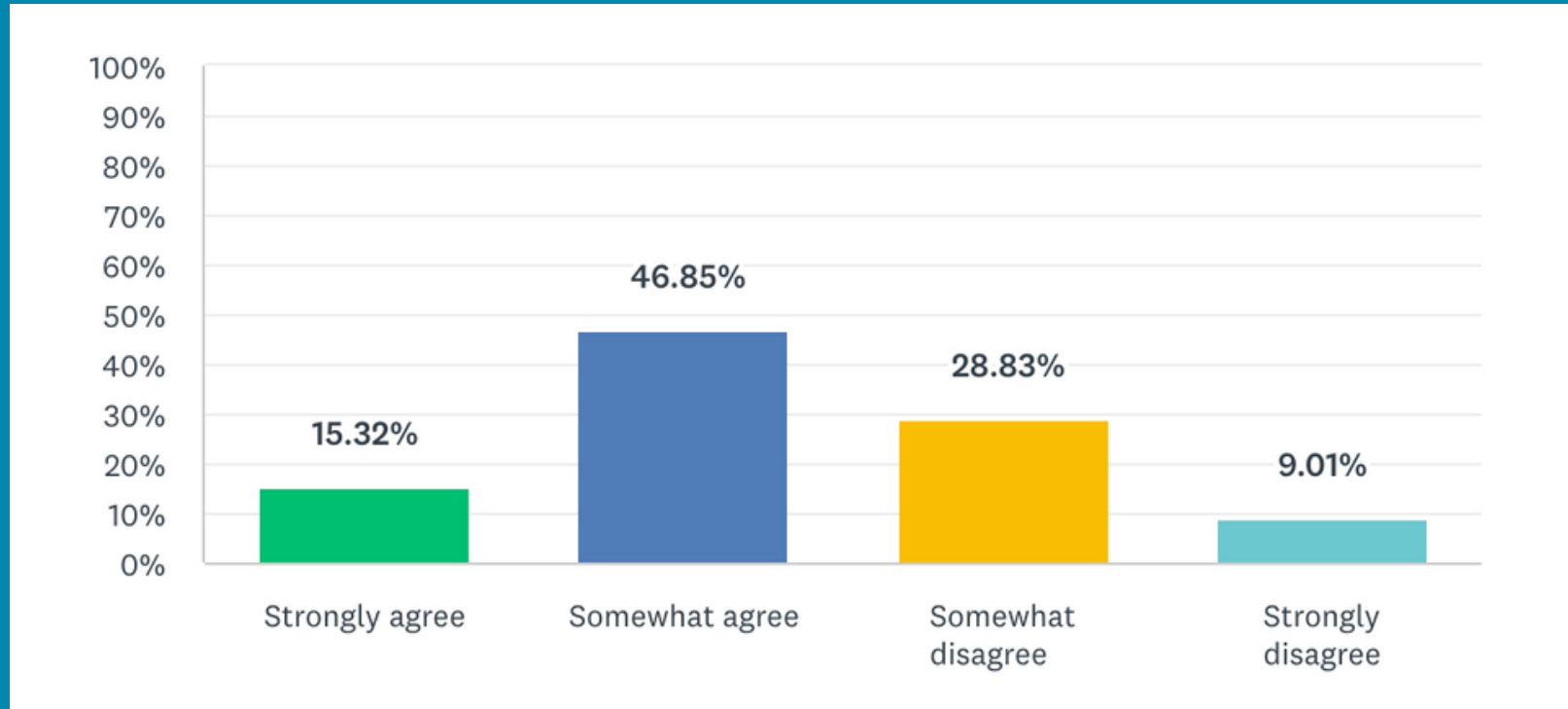


What hasn't changed? Why?



Can you think of examples of these instances in your personal experiences?

Question 4: I feel safe engaging in dialogue with leadership and colleagues, because I know that when I advocate for myself I will be listened to.



Reflect:



Why is it important to feel safe to advocate for yourself/others in the workplace?



What does it mean for the workplace when historically oppressed communities don't feel safe to speak up?



When was a time you felt safe speaking up in your workplace? What was different?