



ANTIRACISM ACTION PLAN

Drafted December 2020

Delaware Shakespeare's journey to being an antiracist theatre is just that – a journey. The first step was the creation of an Antiracism, Access, and Equity Policy that sets the guiding principles of our antiracism work and the highest level, ongoing commitments that will establish our course. We also detailed the Antiracism Policy Development Process Overview and Key Findings. Both of those documents can be found [HERE](#).

As we cultivate our antiracist practice, the specific actions we take will evolve based on what we learn and the feedback we receive from BIPOC artists and audiences on the impact of our antiracist policies.

In this document, we share the current action plan of steps we are establishing to implement our antiracism policy. This will be a living document, with actions being added, revised, and deleted on an annual basis. The action steps in this current draft encapsulate plans for 2021-2023, but the date range will continue to adjust and the actions listed in this document are not everything we will ever do.

By taking action, learning from our actions, and then revising our actions, Del Shakes hopes to create a culture of antiracism that encompasses every facet of our organization.

GOVERNANCE ACTIONS

- Enact equitable and transparent hiring practices throughout the entire organization; including clear salary ranges for postings. *(Effective immediately.)*
- Create transparency around institutional expectations, logistics, and requirements. Provide avenues for BIPOC artists to ask the Board for amendments and changes to those institutional expectations. *(Define BIPOC artist board representation by the June 1, 2021 Board Meeting. One possible avenue is to elect a president of the BIPOC Artist Alliance – see below – who will serve a one-year term as a voting member of the Board of Directors.)*
- Seek out annual feedback from BIPOC patrons, artists, and community members. *(Sharing & Recommendation Sessions to be held Nov/Dec each year.)*
- Establish BIPOC Artist Alliance made up of BIPOC artists production staff/crew. The members of this alliance will collaborate with the Producing Artistic Director and the Board to provide ongoing feedback concerning Delaware Shakespeare's antiracist practices in relation to artists. The Alliance will meet in March and August each year. Attendees will be offered an honorarium of \$20 per meeting attended. *(Meetings begin March 2021.)*

EMPLOYMENT

Compensation

- Delaware Shakespeare will re-examine its College Apprentice Program for the Summer Festival, which currently pays apprentices a weekly stipend of \$100. *(Assessment complete by Dec 2021.)*
- Audition invitations to full productions will include a clear listing of weekly salary. In this listing, all Equity salaries will be the same and all non-Equity salaries will be the same. *(To be implemented during next full production audition process.)*
- Determine additional staffing need, to be filled by BIPOC artist/administrator, encompassing paid work detailed in Antiracism Policy and Action Plans (including Board participation, BIPOC Artist Alliance president, casting consultant, and BIPOC production liaison). *(Determine staffing need by June 2021; include in FY2022 budget.)*

Safe Working Conditions

- There will be no homogenous, all-white creative and design teams. We acknowledge that immense value of diversity and inclusion in creating productions that can speak to a broader audience. Every full production creative team will engage at least one (and preferably more) BIPOC artist(s). *(Effective in 2021, or whenever full productions return.)*
- Develop antiracism casting and auditions protocols to be shared with all directors. This shall include a protocol that a BIPOC casting consultant will be hired if neither the producer nor the director is BIPOC. *(Casting protocols completed by Dec 2020.)*
- Publish a clear complaints and protocols procedure, including a BIPOC representative who can be a first recipient for complaints of racism. *(Procedure completed by Dec 2020.)*
- Develop communication protocols for ensuring ongoing dialogue with BIPOC artists/crew during and after production process. Protocols shall include weekly BIPOC check-ins during rehearsals, post-production survey, and end-of-year review. A BIPOC liaison, paid an additional \$50 week, will be appointed for events that have more than one performance or one week of rehearsal. *(Protocols to be developed by March 2021, and implemented on a pilot program basis for productions in 2021.)*
- Review policies regularly to understand their impact rather than their intent. *(Annual December review.)*

Rehearsal Practices

BIPOC workers have historically endured adverse impacts by some long-standing rehearsal practices. These practices have affected the BIPOC family structure or forced BIPOC artists to make decisions to not have families. As such, Delaware Shakespeare will continue its family-friendly rehearsal policies:

- Maintain its practice of not using “10 out of 12” rehearsal days during technical rehearsals. (In many theatres, during the final week of rehearsal leading up to first performances, there will be 2-3 days of ten-hour rehearsal days with a two-hour meal break.) *(Effective immediately.)*
- Maintain its practice of using a 5-day rehearsal week for the Community Tour. *(Effective immediately.)*
- Examine how to shift the Summer Festival to 5-day rehearsal week by 2023. *(June 2023.)*

PROGRAMMATIC OFFERINGS

- Engage in audience development activities to meet the existing strategic plan goal to double non-white audiences at the Summer Festival by 2022. (*Throughout 2021 and 2022.*)
- Engage in audience education practices to create a more welcoming environment for BIPOC audiences and artists at Rockwood Park during the Summer Festival. (*Starting in July 2021.*)
- Engage Flux Creative Consulting, a Black-led firm, to assist with creating and implementing audience development and education practices. (*Hired Dec 2020; implement ideas throughout 2021.*)
- As Delaware Shakespeare expands its programming, we will look for ways to include work by BIPOC authors.

Through its Community Tour program, Delaware Shakespeare will continue its commitment to making available Shakespeare productions to individuals and communities who face systemic barriers to success including, but not limited to: persons impacted by the racial wealth divide, families in poverty, and equity-seeking/BIPOC communities.

CONTINUED AREAS OF EXPLORATION

According to the BIPOC Audience Sharing and Recommendation session held in October 2020 the following areas were identified as areas of growth, particularly related to the Summer Festival experience at Rockwood Park. Based on participant feedback, the following questions should be addressed:

- How do we make clear that Shakespeare can be for you?
- How do we make Shakespeare feel less intimidating?
- How do we continue to bring fresh perspectives?
- How do we communicate about Rockwood itself?
- How do we combat difficulty in accessing the park?
- How do we include artists of other disciplines?
- How do we identify who *is not* attending our performances?
- How do we make people feel welcome at the park?
- How do we make connections among audience members?
- How do we cultivate an atmosphere that is intimate and relaxing, while not “frou-frou”?

CURRENT POLICY OR ACTION PLAN STEPS THAT REQUIRE ADDITIONAL COMPENSATION

- BIPOC Audience Development consultant
- Casting consultant
- BIPOC Production Liaison
- BIPOC Artist Alliance meeting attendees
- (potential) BIPOC Artist Alliance president
- (potential) BIPOC artist board member