



California Thespians Diversity, Equity, Inclusion, and Access (DEIA) Action Plan

California Thespians Mission Statement

As an organization that strives for equity amongst ALL of its members, it is the mission of California Thespians to advocate for and celebrate excellence in Theatre Arts education at the school, community, and state levels. California Thespians promote passion for the arts and empowerment of students of all races, genders, sexes, creeds, and abilities through theatrical and leadership experiences which provide accessible enrichment for students and teachers.

To ensure that California Thespians is an inclusive, anti-racist organization, we commit to the following Action Plan, which was developed with input from all 2023-24 California State Thespian Board members and State Thespian Officers.

Goal A: Membership & Recruitment	
To ensure that BIPOC voices are represented and heard in governance, intentionally prioritize, and cultivate BIPOC members (through recruitment and publicity plans) until the identified goal is achieved or exceeded.	
Action Step	Deadline
Collect race self-identification information from judges, teaching artists, guest artists, via application forms. Collect race self-identification information from event attendees via registration forms.	June 2024
Host affinity groups for students and teachers of color at CA State Thespian Leadership & Technical Theatre Conference and California State Thespian Festival.	April 2024 and ongoing

Mainstage diversity: A. Add Play Festival registration question: my cast & crew comprises 25% / 50% / 75% students of color. B. Add diversity as a factor in selecting mainstage shows at State Festival, in addition to quality and content. C. Consider diversity & race as a factor in selecting Best of Fest performances, with a goal of matching or over-representing BIPOC presenters when compared to overall Festival attendance.	A. November 2023 B. January 2024 C. April 2025
Have all new visual content for events (i.e. leadership, state festival) approved for DEIA goals of representation. The goal is to represent the diversity of our membership with being performative or unrealistic.	November 2025
For State Festival, recruit and prioritize workshop proposals that reflect diversity and world cultures.	April 2024 and ongoing
Ensure that each judging panel represents diverse backgrounds.	April 2024

Goal B: Mission, Vision, and Core Values

To position CA Thespians as a racial equity/anti-racist organization which values the participation and contributions of BIPOC, review and revise the mission, vision, and core values from a Diversity Equity Inclusion Accessibility (DEIA) lens.

Action Step	Deadline
Post DEIA / Anti-Racism Action Plan on website, and share out to membership via email and social media.	November 2023
Revise Mission, Vision & Core Values Statements to include Anti-Racist and Anti-Ableist language. Post on website & share to membership.	November 2023

<p>Land Acknowledgements:</p> <p>A. include verbal acknowledgements at each event, and on website.</p> <p>B. Provide template & resources for troupes to share land acknowledgements at their sites.</p> <p>C. Connect with local tribes to discuss authentic, generative involvement in California Thespian events & governance.</p>	<p>A. January 2024, April 2024</p> <p>B. August 2024</p> <p>C. Ongoing</p>
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Goal C: Charters, Agreements, and Accountability

To ensure and advance an anti-racist and racially equitable culture, reduce barriers of participation and increase the number of BIPOC prospects/members, review and revise all governing, prospecting, nominating, election, onboarding, chapter charters, chapter agreements, and accountability measurements documents and processes for the board, foundation, committees, staff, and all chapters.

Action Step	Deadline
Revise Bylaws with a specific focus on DEIA and racial equity.	November 2023 and annually thereafter
Post revised & ratified Bylaws on website, and share out to membership via email and social media, with special call outs for revisions that will increase racial equity.	November 2023 and annually thereafter
Add religious dates to CST calendar in Annual Dashboard, in order to accommodate and respect the needs of members and event attendees.	April 2024

Goal D: Training & Learning

To ensure and advance an anti-racist and racially equitable culture in the staff, board, foundation, and chapters, the following will occur:

- o Members will participate in anti-racist training annually.
- o Additional anti-racism learning will be added to regular meetings as needed.
- o Updates on the racial equity plan progress will be provided at quarterly or biannual board/foundation/committee/chapter meetings.
- o New board, foundation, committee, chapter members, and staff will participate in base-level racial equity training as part of their onboarding and orientation.

Action Step	Deadline
At 2024 State Festival, provide keynote + panel on mainstage who adds anti-racist training to a discussion of their theatre experiences, followed by optional workshops with those speakers on anti-racism. Suggested title "Building Anti-Racist Theatre"	April 2024
Build anti-racist workshop into Leadership Conferences.	September 2023
Continue BIPOC Affinity groups at CSTF led by State Thespian Officers.	April 2024
Update and promote the DEIA Resources on our CA Thespians website (http://cetoweb.org/cst/resources/diversity-equity-inclusion-resources/)	August 2024

Goal E: Embedded Actions

To ensure racial equity/anti-racism is part of governance at every level, embed racial equity actions into board practices.

Action Step	Deadline
Add DEIA Action Plan Review to Agenda Template for every board meeting.	August 2023
Adopt Martha's Rules of Order as a consensus-based system of decision making. Rewrite Agenda template to reflect new process, specifically in "acceptance of prior meeting minutes" Roll out & refine at Board Retreat 2024. Ask for feedback after Retreat 2024 for further refinement.	August 2024
Establish a system for all current board members and members for reporting discrimination if they experience such, especially POC/BIPOC/LGBTQ+ members.	July 2024 - Executive Board determines anonymous reporting system / consultant August 2024 - launch system to board

Goal F: "Reconsider Action"

To ensure racial equity/anti-racism in governance, empower every Chapter Board member with the power to request "to reconsider action" prior to adoption, if the potential for inequitable/racist outcomes is perceived.
https://en.wikipedia.org/wiki/Reconsideration_of_a_motion

Action Step	Deadline
Introduce the power to request "to reconsider action" at Board Retreat in August 2023	August 2023
Reiterate power to request "to reconsider action" at every Chapter Board meeting through 2023-24 school year - add to agenda template alongside DEIA Action Plan Review for every agenda.	September 2023 - April 2024
Train new Chapter Board members on "reconsider action" option at Board Retreat 2024	August 2024

Goal G: Board Membership

To ensure that BIPOC voices are represented and heard, elevate BIPOC member(s) to leadership with the following appointment goals:

- o At least equal representation of the board, and student leadership are BIPOC/non-BIPOC
- o At least equal representation of all committees is BIPOC/non-BIPOC

Status: In 2023-24:

10 of 30 adult Chapter Board members identify as BIPOC in 2023-24 = 33%

3 of 7 Executive Board members = 43%

6 of 10 State Thespian Officers identify as BIPOC in 2023-24 = 60%

Action Step	Deadline
2024: Each Chapter Board member is encouraged & supported to personally invite at least one BIPOC candidate to apply for the Board for 2024-25. We recognize that this entails longterm relationship building & networking, and the Chapter Director will support all Chapter Board members in this work. We recognize that this is a personal action, and will not implement individual accountability at this time.	2024-2025 application season
Use race self-identification as a factor in selection of Chapter Board members: <ol style="list-style-type: none"> 1. Include self-identification question on Board application. 2. During selection process, ensure that invitations to BIPOC applicants comprise at least 50% of total board invitations and at least 50% of Executive Board appointments. 3. If applicant pool does not yield 50% qualified BIPOC candidates, reopen the application and continue recruiting. 	<ol style="list-style-type: none"> 1. April 2024 2. April 2025 3. May-August 2025
At Tech Conference and State Festival, identify teaching artists of color who might be great board members,	1. March 2024:

and send individualized invitations to apply.	determine who will be responsible for invitations. 2. April 2024: send invitations
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