***The mission of the Eastern Massachusetts Association of Community Theatres (EMACT) is to encourage and promote Community Theater in Eastern Massachusetts through educational programming, supportive services, and the recognition of excellence.***

EMACT is committed to promoting Diversity, Equity, and Inclusion (DE&I) across our entire theater community. You can read our statement on [Accountability in Community Theater here](https://www.emact.org/accountability-in-community-theater.html). In support of these efforts, we convened a **DEI Task Force** that has been specifically charged with assessing our current environment, and providing resources and opportunities to improve these aspects of our work.

**How you and your theater can increase DE&I in your communities:**

**Getting Started**

* Review and Update the language on your website, and in your materials to be inclusive, from Mission Statements, Audition Notices, Audition Forms, to Programs, and Announcements. Ensure the under-served members of your community are represented.
* Land Acknowledgements (Performances, Meetings, Events)
* Establish a DE&I Committee/Leader within your organization to ensure Diversity, Equity, and Inclusion governs all of your actions
* Review Michael Bobbit’s Session hosted by EMACT
	+ [Part 1 Meeting Recording](https://www.youtube.com/watch?v=RZPMrH4Vfms)
		- [Part 1 Meeting Chat Transcript](https://urldefense.com/v3/__https%3A/drive.google.com/file/d/1y6K9DPpZ8MJYN7yP2PLLX7dtpezbQRrL/view?usp=sharing__;!!I2XIyG2ANlwasLbx!DGGpKIka_bnYfVpr4oFjRccKLvpmA2qSVV5KSugYjTHaNkaxgCyPOGHO9o9-4w$)
		- [Michael Bobbitt's Part 1 Presentation](https://drive.google.com/file/d/1zesc6Ep7wuMJhm1-Nifj0Vj2OdfkRIKz/view?usp=sharing)
	+ [Part 2 Meeting Recording](https://youtu.be/G58PnZxnYVQ)
		- [Part 2 Meeting Chat Transcript](https://drive.google.com/file/d/1QUh1qx43MfS0ifEWG8bqoKgh_QMj61i1/view?usp=sharing)
		- [Michael Bobbitt's Part 2 Presentation](https://urldefense.com/v3/__https%3A/drive.google.com/file/d/1Ci2qiXeAlyuUvHbYbbmDZVXGezePfr0Y/view?usp=sharing__;!!I2XIyG2ANlwasLbx!DGGpKIka_bnYfVpr4oFjRccKLvpmA2qSVV5KSugYjTHaNkaxgCyPOGGKegOj8A$)
	+ [Michael Bobbitt's Anti-Racism self paced Learning Package](https://urldefense.com/v3/__https%3A/drive.google.com/file/d/1AoEG5NRsJdp2mro8WjpQUaX4YVQefDFP/view?usp=sharing__;!!I2XIyG2ANlwasLbx!DGGpKIka_bnYfVpr4oFjRccKLvpmA2qSVV5KSugYjTHaNkaxgCyPOGFClIUrqA$)
	+ [BIPOC Orientation Learning Guide](https://urldefense.com/v3/__https%3A/drive.google.com/file/d/18L9jQOEqMQRT8kUOBUzVd2gKXCmaZPxK/view?usp=sharing__;!!I2XIyG2ANlwasLbx!DGGpKIka_bnYfVpr4oFjRccKLvpmA2qSVV5KSugYjTHaNkaxgCyPOGGfoF2uWA$)
	+ Establish a Race Equity Plan: *(example outlined below)*

**Productions & Performances**

* Selecting the stories you tell
* Land Acknowledgements
* Casting
* Creative Teams
* Providing & Attesting to an inclusive workspace
* Provide a mechanism for feedback and reporting. Consider treating issues as one would with [Sexual Harassment](https://www.emact.org/emact-sexual-harassment-policy.html).

**Community Outreach & Education**

* Training
* Survey your membership, and Survey your community at large
* Provide equitable means for under-served communities to view your production

**Additional Resources & References**

* [EMACT Resources](https://www.emact.org/theatre-resources.html)

**A Framework for Response in Moments of Outrage and Crisis: Race Equity Plan**

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| --- |
| **External Action** |
| **Immediate:** | **Board/Leadership** | * Help groups create DE&I committees that prioritize the work within your group
 |
| **Operations** | * Provide To Do List/Package of items that member orgs can implement immediately
* Post land acknowledgement on website / Lobby (after properly researching, and approvals
* Recommended forms (Audition Notice, Audition Form etc)
* Fly a “Flag” – physical display of support
* Highlight people of color in your photos (ask permission)
* Review the language on websites, social media
* Provide a Racist Incident Report
 |
| **Programming/Product** | * Review & Self Educate (starting with symposium and materials)
* Engage theaters to produce Diverse work (selections, production/creative teams, casting)
* Review the Anti-Racism Packet provided through the Symposium
* Highlight & Promote theaters providing diversity in their programming through social media presence
* Provide a list of recommended plays/musicals that highlight BIPOC narratives/writers/actors
 |
| **Longer Term:** | **Board/Leadership** | * Ensure the Board of Directors represent the cultural diversity that comprises Eastern MA, and the community
 |
| **Operations** | * Establish Guidelines / Codes of Ethics to provide guidance
* Establish qualification for membership approval
 |
| **Programming/Product** | * Establish guidelines and qualifications for the DASH program
* Produce Educational Workshops on Anti-Racism
* Assist groups with outreach programs in their communities (establish partnerships to increate diverse programming)
 |
| **Internal Action** |
| **Immediate:** | **Board/Leadership** | * Open positions for BIPOC leaders to step in
* President, Vice President, Secretary, General Director – overseeing DE&I
* Engage local BIPOC leaders/artists to participate in committees and leadership roles
* Expand/Update Mission Statement to ensure DE&I is considered in every decision making process
* Define role of the new Director’s position on the Board
* Search for “low hanging fruit” to make changes
 |
| **Operations** | * Create a glossary of terms and definitions to identify tokenism, racism, systemic issues
* Establish a webpage on the site highlighting DE&I work
 |
| **Programming/Product** | * Increase membership in the BIPOC community
 |
| **Longer Term:** | **Board/Leadership** | * Ensure DE&I is a governing objective in decision making processes
* DE&I Task Force evolves into DE&I Committee lead by BoD
 |
| **Operations** | * Develop and Maintain reference materials
* Provide references and resources to the community
* Review and update by-laws to reflect DE&I objectives
 |
| **Programming/Product** | * Develop Educational Workshops on Anti-Racism
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