

PLU THEATRE AND DANCE: “7 ACTIONS” IMPLEMENTATION PLAN

Adopted 10/28/20

Anti-Racism Statement:

As a department within Pacific Lutheran University, Theatre and Dance affirms the [Seven Actions for Institutional Equity and Anti-racism at PLU](#) and [PLU's Diversity and Inclusion Strategic Plan](#). To support these plans, PLU Theatre Dance will maintain ongoing actions with regular review.

Anti-Racism Action Plan:

PLU Theatre and Dance shall take the following actions, emanating from the *Seven Actions for Institutional Equity and Anti-racism at PLU*.

Teaching and Instruction

- Anti-racist and/or bias units shall be included in Introduction to Theatre (THEA 160), Introduction to Dance (DANC 170), and Profession of Theatre (THEA 299).
- Dance and Culture (DANC 301) shall include guest artists of appropriate heritage to teach culturally-specific dances.
- All courses within the department shall intentionally include a selection of plays/pieces/scenes, movements, and artists that reconsider traditional eurocentric emphasis and decenter whiteness.

Productions

- Season selection shall include examination of intentional inclusive opportunities to feature work for and by BIPOC Artists.
- Faculty shall center equity-minded practices in all production activities.
- Faculty shall promote self-care during production processes to support critical care and interrupt a “culture of busy.”

Professional Development

- Faculty shall regularly participate in university-wide training on issues of equity, diversity, inclusion, bias and anti-racist and cultural responsiveness.
- Faculty shall read and discuss articles about anti-racist and/or decolonizing pedagogy to build a culture of awareness and action.

Hiring

- In matters of hiring, the department shall proactively recruit diverse populations to provide necessary support for our students, staff, and faculty of color.
- Faculty will participate in anti-bias training to help mitigate the impact of unconscious bias at all stages of the hiring process.

Regular Review

- The department shall annually review this action plan and its effectiveness affirming *Seven Actions for Institutional Equity and Anti-racism at PLU*.
- The department shall annually distribute an anonymous survey to Theatre majors and Theatre and Dance minors to get critical feedback, share concerns and express grievances. That data shall be used to construct new policies and practices.