



## **Cultural Diversity and Inclusion Action Plan**

At Shakespeare Dallas, a diverse, inclusive, and equitable workplace is one where all employees and volunteers, whatever their gender, race, ethnicity, national origin, age, sexual orientation or identity, education, or disability, feel valued and respected. We are committed to a nondiscriminatory approach and provide equal opportunity for employment and advancement in all of our departments, programs, and worksites. We respect and value diverse life experiences and heritages and ensure that all voices are valued and heard. We're committed to modeling diversity and inclusion for the entire arts industry of the nonprofit sector, and to maintaining an inclusive environment with equitable treatment for all.

### **I. GUIDING PRINCIPLES**

To provide informed, authentic leadership for cultural equity, Shakespeare Dallas strives to:

- See diversity, inclusion, and equity as connected to our mission and critical to ensure the well-being of our staff and the arts communities we serve.
- Acknowledge and dismantle any inequities within our policies, systems, programs, and services, and continually update and report organization progress.
- Explore potential underlying, unquestioned assumptions that interfere with inclusiveness.
- Advocate for and support board-level thinking about how systemic inequities impact our organization's work, and how best to address that in a way that is consistent with our mission.
- Help to challenge assumptions about what it takes to be a strong leader at our organization and who is well-positioned to provide leadership.
- Practice and encourage transparent communication in all interactions.
- Commit time and resources to expand more diverse leadership within our board, staff, committee, and advisory bodies.
- Lead with respect and tolerance. We expect all employees to embrace this notion and to express it in workplace interactions and through everyday practices.

### **II. ACTION ITEMS**

Shakespeare Dallas will take the following actions to help promote diversity and inclusion in our workplace:

- Pursue cultural competency throughout our organization by creating substantive learning opportunities and formal, transparent policies.
- Generate and aggregate quantitative and qualitative research related to equity to make incremental, measurable progress toward the visibility of our diversity,



inclusion, and equity efforts, with the ultimate goal of having curated content on our website for greater accessibility.

- Improve our cultural leadership pipeline by creating and supporting programs and policies that foster leadership that reflects the diversity of American society.
- Pool resources and expand offerings for underrepresented constituents by connecting with other arts organizations committed to diversity and inclusion efforts.
- Develop and present sessions on diversity, inclusion, and equity to provide information and resources internally, to members, the community, and the arts industry.
- Develop a system to be more intentional and conscious of bias during the hiring, promoting, and evaluating process and train our hiring team on equitable practices.
- Include a salary range with all public job descriptions.
- Advocate for public- and private-sector policy that promotes diversity, inclusion, and equity.
- Challenge systems and policies that create inequity, oppression, and disparity.

### III. GOALS

Shakespeare Dallas has the following goals.

1. Establish annual diversity metrics.
  - By **August 1, 2019**: Begin work to establish a clear baseline for current cultural diversity of the organization by surveying audiences, artists, employees and Shakespeare Dallas board members.
  - By **October 1, 2019**: Form a Cultural Diversity Committee with Board, staff, and volunteers, charged with establishing cultural diversity metrics.
  - By **January 30, 2020**: Establish cultural diversity metrics using baseline data.
  - By **March 30, 2020**: Embed diversity metrics into the overall strategic plan of Shakespeare Dallas with Board approval.
  - By **January 30, 2021 and annually thereafter**: review and adjust strategies to meet metrics.
2. Embed proactive steps for cultural diversity throughout the organization.
  - By **January 30, 2020 and annually thereafter**: Provide budget for training and resources for staff, board, and artists in annual budgets.
  - By **October 1, 2020**: Create and implement training and education for cultural diversity awareness and activity at all levels of the organization.