



Equity, Diversity, and Inclusion Action Plan

Shakespeare Dallas is committed to fostering equity, celebrating diversity, and supporting inclusion. To that end, we have created a diversity action plan, which both formalizes the existing policies and sets goals for new policies, in all aspects of Shakespeare Dallas: programming, staff, board, and audience.¹

Artistic Programming: At Least 30% Diversity

Shakespeare Dallas believes the art form, the industry, and the City of Dallas gain from diversity, equity, and inclusion. To that end, Shakespeare Dallas strives to have at least 30% diversity among its directors, actors, and production staff.

To achieve this goal, we:

- Take the broadest possible view of diversity
- Intentionally market opportunities on platforms targeted to diverse individuals
- Interview at least three diverse individuals to be the Director for each play

Staff: At Least 20% Diversity

Shakespeare Dallas is also committed to developing a work environment that is reflective of the diverse community that it serves. To that end, Shakespeare Dallas strives to have at least 20% diversity among its staff at any given time.

To achieve this goal, we:

- Set diversity goals when recruiting candidates for employment
- Avoid stereotypically gendered wording in job descriptions
- Intentionally market open positions on platforms targeted to diverse individuals
- Utilize blind resume review when considering applicants for employment
- Use standardized employment interviews to ensure all applicants are treated the same
- Train our hiring team on equitable practices
- Pursue cultural competency throughout the organization, by creating substantive learning opportunities and formal, transparent policies

¹ For the purposes of this policy, equity-seeking groups include ALAANA, Aboriginal/First Nations people, women, people with disabilities, racial minorities, the socio-economically disadvantaged, lesbian, gay, bisexual, and transgender persons, as set forth in the Definitions section.



Further, Shakespeare Dallas is committed to maintaining a working environment where all individuals are treated with dignity and respect and are free from all forms of discriminatory treatment, behavior or practice. 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.

Shakespeare Dallas also prohibits discrimination or harassment and protects the right to be free from hate activity based on age, ancestry, citizenship, creed (religion), color, disability, ethnic origin, family status, gender identity, level of literacy, marital status, place of origin, membership in a union or staff association, political affiliation, race, receipt of public assistance, sex, sexual orientation or any other personal characteristic by or within the organization. Discrimination, harassment, violence, and any other form of discriminatory practices will not be tolerated by Shakespeare Dallas. We recognize that discrimination does not have to be intentional and that it can result from practices or policies that appear to be neutral but have a negative effect on groups or individuals based on race, religion, gender, etc.

To ensure that we are maintaining this kind of working environment, Shakespeare Dallas:

- Will establish clear, written employment policies and guidelines that address penalties for discriminatory treatment or behavior, harassment, and/or retaliation
- Has a clear process established for reporting behaviors that violate this policy
- Promotes open, effective communication, as well as clear channels for feedback, to all employees

Board of Directors: At Least 20% Diversity

In keeping with the aforementioned affirmations and acknowledgements, Shakespeare Dallas is further committed to achieving representation of the diversity of the Dallas community on its Board of Directors. Accordingly, Shakespeare Dallas strives to have at least 20% diversity within its Board of Directors.

To achieve this goal, Shakespeare Dallas:

- Encourages members to engage in outreach beyond the current membership
- Takes steps to ensure it has an equitable and transparent nominations process, which is communicated to all members
- Encourages members to engage in outreach beyond the current membership



- Actively seeks candidates from across the community and encourages people from all equity-seeking groups to consider a position on our Board of Directors
- Utilizes an open and inclusive process for recruiting, evaluating, and selecting nominees to the Board of Directors

Audiences: At Least 30% Diversity

With absolutely no exclusions, Shakespeare Dallas offers services to the entire population, regardless of race, age, or circumstance. This is because part of our mission is to bridge cultures, reach diverse communities, and encompass ever-expanding global audiences. To that end, Shakespeare Dallas strives to have at least 30% diversity among our audiences, with regard to all types of programming.

To achieve this goal, we:

- Ensure our communications, including information on our services and programs, are accessible to diverse communities
- Pool our resources and expand offerings for underrepresented constituents by connecting with other arts organizations committed to diversity and inclusion efforts
- Provide specific programs for disadvantaged persons including disadvantaged youth and even present free events and events planned with specific partner organizations that focus on disadvantaged persons
- Cross-promote our programs with organizations serving diverse communities and special populations such as seniors and people with disabilities
- Continually improve guidelines around access for seniors and people with disabilities such as priority seating, clear and open pathways for wheelchairs, and staff assistance with navigating through the park
- Periodically review and evaluate our current outreach, communications, and program planning to ensure our goals are being met

Training and Education for Board and Staff

Shakespeare Dallas is committed to ensuring that those involved in the delivery of services and programs have the knowledge, understanding and skills to work with and provide services to members of diverse communities, particularly equity seeking communities.

Definitions



Access: the ability of or extents to which communities or residents can attain needed services and achieve full participation in the planning, development, administration and delivery of those services. Access includes client access and organizational access.

Equity: practices designed to remove systemic barriers to equality of outcome by identifying and eliminating discriminatory policies and practices.

Discrimination: the act of treating a person unequally by imposing unequal burdens or denying benefits, rather than treating a person fairly on the basis of individual merit. Discrimination is usually based upon personal prejudices and stereotypical assumptions related to at least one of the grounds set out in this Policy. It is not necessary to have an intent to discriminate under the Code. Workplace rules, policies, procedures, requirements, qualifications or factors may not be directly or intentionally discriminatory but may nonetheless have an adverse effect. This may create barriers to achievement and opportunity.

Harassment: a course of conduct of comments or actions that are unwelcome or should be known to be unwelcome. A person has the right to be free of humiliating or annoying behavior that is based on one or more grounds in the Code.

ALAANA means African, Latinx, Asian, Arab, and Native American. This also includes Native Hawaiian and Pacific Islander (category as defined by the US Census Bureau).

LGBTQIA+ means Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual and other associated communities.