



omaha**community**playhouse

Strategic Plan

Diversity, Equity, Inclusion, Accessibility

GOALS

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1. Increase diversity on staff and board and provide ongoing training.
2. Increase inclusion and accessibility for underrepresented populations and increase diverse representation in programming, in operations and on stage, backstage and front of house.
3. Create an inclusive, accessible, anti-racist and safe environment.
4. Create transparency and accountability and encourage community feedback.
5. Create equitable theatre education opportunities and use theatre education to promote anti-racism and inclusion.

GOAL 1

Increase diversity on staff and board and provide ongoing training.

OBJECTIVES

1. Create a staff position dedicated to advancing OCP's efforts of inclusion, diversity, equity and accessibility in our community by 2021.
2. At least 30% of Board of Trustees will identify as BIPOC by 2023.
3. Devote time and resources to ongoing, in-depth DEIA training for staff (quarterly), teaching artist (bi-annually), board and volunteers (bi-annually).
4. Increase diversity among staff through active and intentional recruiting.

GOAL 2

Increase inclusion and accessibility for underrepresented populations and increase diverse representation in programming, in operations and on stage, backstage and front of house.

OBJECTIVES

1. Expand on current efforts toward inclusive casting.
2. Seek to recruit more diverse front of house and backstage volunteers.
3. Every production will have a diversely-conscious creative team that reflects our community, those represented in the story and the intended audience. (i.e., director, assistant director, stage manager, music director, choreographer, composer, designer.)
4. Program at least 3 productions that are written or composed by BIPOC or women, starting with the 2021-2022 season.
5. Actively search for BIPOC-owned businesses to use as vendors in all aspects of productions, facilities and administration.
6. Remove gender titles from OCP awards categories starting with the 2020-2021 award season.

GOAL 3

Create an inclusive, accessible, anti-racist and safe environment.

OBJECTIVES

1. Devote time for cast, crew and creative teams to have open, safe, nonjudgmental dialogue about show themes, particularly related to race and/or trauma and the emotional toll such work can take on participants throughout the creative process. Emphasize self-care, provide resources and engage appropriate community partners in these conversations as needed.
2. Create programming and an environment that is welcoming to Spanish speakers.
3. Create an inclusive organization for audiences, artists and staff who are differently-abled.
4. Create strategies to make ticket prices accessible for everyone in our community to experience theatrical productions.
5. Implement physical accessibility improvements to our building as outlined in a professional assessment of our facility.

GOAL 4
Create
transparency and
accountability and
encourage
community
feedback.

OBJECTIVES

1. Create webpage dedicated to DEIA efforts that is regularly updated.
2. Publish our progress of this strategic plan annually.
3. Invite community members to voice their concerns, suggestions or questions regarding these efforts.
4. Create cohesive institutional messaging that is inclusive and accessible.

GOAL 5

Create equitable theatre education opportunities and use theatre education to promote anti-racism and inclusion.

OBJECTIVES

1. Develop educational programming directly influenced by and in partnership with the various cultures within the Omaha area in the 2021-2022 season.
2. Increase the number of BIPOC teaching artists to 30% in the 2021-2022 season and actively recruit individuals with direct ties to the communities in which they are teaching with the intention of increasing this number as the program grows.
3. Expand educational programming for individuals with disabilities in the 2021-2022 season.
4. Expand educational programming for those over 50 years of age in the 2021- 2022 season.
5. Develop and connect education opportunities to OCP productions providing inclusive post-show discussions, study guides and future inclusive programming information in the 2021-2022 season.