

## **2021-22 Diversity, Equity, Inclusion and Accessibility Strategic Plan - Year End Report**

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In the 2021-2022 season OCP completed 16 out of 25 objectives (64%) as identified in the strategic plan.

It should be noted that although an objective is marked "Complete" OCP will continue its efforts in these areas and continue to improve upon the specified objective.

"Christmas In My Heart" and "Respect" originally were not considered a part of the regular season but have since been included in other areas as a part of the 2021-2022 season.

### **The following are areas in which OCP has improved its DEIA efforts in the community:**

1. Established an off-site audition location in North Omaha.
2. Implemented arts education at the Intercultural Senior Center for diverse groups age 50 and over.
3. Secured opportunities to present monthly summer 2022 arts education at the newly renovated Gene Leahy Mall.
4. Provided arts education through Collective For Youth to middle school students during after school programming.  
OCP was successful in hiring teaching artists reflective of the students being served.
5. Funding was secured for a mobile theater to provide arts programming to neurodiverse community members.
6. A sensory friendly performance of "The Giver" and audio described services for each production in the season were provided.
7. A calming room was created in the Owens Lobby specifically intended for our patrons with autism.
8. Members of both the Board and Staff DEIA committees participated in a national online assessment designed to assist organizations in identifying areas for improvement in relation to racial equity.
9. Actor compensation was implemented for all actors and crew.
10. The number of female and BIPOC designer team members was increased throughout the season.
11. At least 3 productions in the 2021-2022 season were written/composed by female or BIPOC artists.
12. OCP provided all day training workshops to 40 culturally inclusive high school students.
13. The number of BIPOC patrons was significantly increased through inclusive and intentional show selection.
14. During the 2021-2022 season there was an opportunity for an apprentice from previous years to return to OCP after completing college and serve as an assistant lighting designer before moving to Detroit, MI.  
This individual expressed that as a BIPOC female in this field she appreciated the designers at OCP who were wonderful in making her feel seen and appreciated during her time as an apprentice and recently as an assistant.

**Goal 1**      **Increase diversity on staff and board and provide ongoing training**

**Complete**    Objective 1    Create a staff position dedicated to advancing OCP's efforts of inclusion, diversity, equity and accessibility in our community.  
Outcome -    A Director of Inclusion and Community Engagement was hired April 11, 2021.

**Due 2023**    Objective 2    At least 30% of Board of Trustees will identify as BIPOC by 2023  
Outcome -    As of October 2021, 7 out of 32 (21.88%) board members identify as BIPOC.

**Incomplete**    Objective 3    Devote time and resources to ongoing, in-depth DEIA training for staff (quarterly), teaching artist, board and volunteers (bi-annually)  
Outcome -    As of October 2021, 29 staff will have completed various DEIA trainings in this OCP calendar year.  
As of October 2021, 7 members of the board have completed various DEIA trainings in this OCP calendar year.  
As of October 2021, no teaching artists or volunteers have completed DEIA training.  
On June 28, 2022, 34 staff members completed an all day DEIA training with Dr. Ferial Pearson, UNMC.

**Incomplete**    Objective 4    Increase diversity among staff through active and intentional recruiting  
Outcome -    OCP put into practice a variety of intentional recruiting efforts to increase diversity among staff.  
Unfortunately, as was being experienced city wide, qualified applicants were minimal and there was little increase in diversity of the staff: Male = 20 (56%), Female= 16 (44%), White= 33(92%), BIPOC= 3 (8%)  
This year OCP welcomed its first openly transgender staff member.

**Goal 2- Increase inclusion and accessibility for underrepresented populations and increase diverse representation in programming, in operations and onstage, backstage and front of house.**

- Complete** Objective 1 Expand on current efforts toward inclusive casting.  
Outcome - In the 2021-2022 season OCP secured a location to hold off-site auditions which is located in North Omaha at 24th & Lake. OCP has not secured a South Omaha location as of this report.  
The inclusion breakdown for actors during this season was, white=103, BIPOC=39, Male=70, Female=72
- Incomplete** Objective 2 Seek to recruit more diverse front of house and backstage volunteers.  
Outcome - There has been good discussion and referrals in this area but as of this report there has not been an increase in inclusion or diversity as it relates to front of house volunteers.
- Incomplete** Objective 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, assist. Director, stage manager, music director, choreographer, composer, designer)  
Outcome - The productions that did not meet this goal were "Dear Jack/Dear Louise", "Christmas In My Heart", "Bright Star", and "A Christams Carol".  
The following is a breakdown of the creative teams for this season: White=124, BIPOC=14, Male=87, Female=47
- Complete** Objective 4 Program at least 3 productions that are written or composed by BIPOC or women, starting with the 2021-2022 season.  
Outcome - \* 5 of the 10 productions were written or composed by either a female or BIPOC playwright or composer.
- Complete** Objective 5 Actively search for BIPOC owned businesses to use as vendors in all aspects of productions, facilities and administration  
Outcome - This season OCP has utlized the services of Big Mama's Kitchen, Maria Bonita, Ames Florist, Black Botton Biscotti, Davie Grams Photography, Liza's Balloons. Of these six BIPOC vendors all except one are female.
- Complete** Objective 6 Remove gender titles from OCP awards categories starting with the 2020-2021 award season.  
Outcome - Gender titles were removed from all OCP awards categories in the 2020-2021 award season.
- Complete** Objective 7 Begin uniformly compensating onstage performers and backstage crew in an effort to make performance opportunities more equitable for all members of the community.  
Outcome - OCP began uniformly compensating onstage performers and backstage crew.

**Goal 3 - Create an inclusive, accessible, anti-racist and safe environment**

- Complete** Objective 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.
- Outcome - OCP has partnered with Welchen Counseling & Consulting, LLC to provide a safe and open atmosphere for dialogue with the cast and crew of "The Color Purple" and "Stick Fly" as these shows were identified as having content that may trigger actors and/or crew while in the process of production development.
- Incomplete** Objective 2 Create programming and an environment that is welcoming to Spanish speakers.
- Outcome - This goal was not met this past season.
- Complete** Objective 3 Create an inclusive organization for audiences, artists and staff who are differently-abled.
- Outcome - OCP was an active partner in Autism Awareness Month in April. Also, funding was secured for a mobile theater to provide theater programming to neurodiverse community members. In addition, OCP provided audio described performances for each show of the season. Shadowed interpreted performances of "A Christmas Carol" and "Kinky Boots" were cancelled due to COVID. The OCP "Social Story" was revised and formatted in both print and video version. Actors with autism were used to create each story.
- Complete** Objective 4 Create strategies to make ticket prices accessible for everyone in our community to experience theatrical productions.
- Outcome - OCP has reduced its starting ticket price in the Hawks Theater from \$42 to \$25 this season. In addition there were also a variety of discount ticket offers for various productions. OCP issued 200 tickets to the community for preview night of "The Color Purple" and provided 2 complimentary tickets to 40 high school students during the season.
- Incomplete** Objective 5 Implement physical accessibility improvements to our building as outlined in a professional assessment of our facility.
- Outcome - No implementations have been made to improve physical accessibility. This action is being addressed in the OCP Strategic Plan.

**Goal 4 - Create transparency and accountability and encourage community feedback.**

**Complete** Objective 1 Create a webpage dedicated to DEIA efforts that is regularly updated.

Outcome - OCP created and made public a webpage dedicated to DEIA efforts in June 2021

**Due 2022** Objective 2 Publish our progress of this strategic plan annually.

Outcome - OCP will be publishing its 2021-2022 progress in the 1st fiscal quarter of 2022

**Complete** Objective 3 Invite community members to voice their concerns, suggestions or questions regarding these efforts.

Outcome - The OCP DEIA webpage provides pathways for community members to provide their input and feedback.

Objective 4 Create cohesive institutional messaging that is inclusive and accessible.

**Complete** Outcome - OCP has taken steps to ensure that its messaging is inclusive and accessible by adding the following statement to its website and in each of the prompts:

*"A Promise to Our Community - OCP will be a creative home for everyone. We will use theater to break down barriers rather than to build them up. We will listen to those who have been systematically oppressed and felt excluded in order to better serve our community."*

**Goal 5 - Create equitable theatre education opportunities and use theatre education to promote anti-racism and inclusion.**

- Incomplete** Objective 1 Develop educational programming directly influenced by and in partnership with the various cultures within the Omaha area in the 2021-2022 season.  
Outcome - OCP has not developed educational programming directly influenced by various cultures in the Omaha area.
- Due 2022** Objective 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.  
Outcome - OCP recruited 2 black, male teaching artist increasing the number of Black or BIPOC teaching artist to 4 . While OCP has hired additional teaching artists there has not been an increase in the hiring of BIPOC teaching artists.
- Incomplete** Objective 3 Expand educational programming for individuals with disabilities in the 2021-2022 season.  
Outcome - OCP is in the process of developing neurodiverse theater programming. This programming will be executed in the fall of 2022.
- Complete** Objective 4 Expand educational programming for those over 50 years of age in the 2021-2022 season.  
Outcome - OCP has developed educational programming with the Intercultural Senior Center. Due to COVID and the holidays this programming discontinued in December 2022. It is the intention of OCP to re-engage this partner to reinstate programming in the 1st quarter of the upcoming season.
- Incomplete** Objective 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.  
Outcome - OCP hosted panel and talk-back discussions for "The Color Purple" and "The Giver". Film Streams partnered with OCP to host a viewing of the film "Kinky Boots" and the Cotton Wood Hotel presented a night of drag.