

Rubric:

The grades were given based on the below rubric and took into account anything that has happened between the creation of the Anti-Racist Statement and our retreat in June. This includes next season's programming. The grades are based on how much more we can grow in this area as well as what we have accomplished.

5	We have accomplished this in full and are ready to move to the next step of continued work.
4	We have improved significantly in this and should keep moving in this direction.
3	We have improved some in this but there are still some opportunities we haven't taken.
2	We have improved slightly in this but there are still many opportunities we haven't taken.
1	We have not improved on this at all since the statement was created.

Summary:

Overall:

We really took away from this that specificity is our friend and there are terms we need to more clearly define amongst the organization (for example, what does the "Eurocentric Palate" include). To meet these goals we should know exactly what we are reaching for and how it manifests at Olney Theatre.

Programming:

We have really been helped by Kevin's work with Curated Programming. This has diversified our offerings, has shared the power and decision making, and has let us go beyond our traditional theater palate. We can still work to diversify Vanguard Arts Fund choices more. We need to more clearly define color-conscious casting, particularly in relation to classic musicals where showing how the identity of the performer impacts the overall story becomes more difficult.

Average Grade: 2

Theatermaker Diversity:

We have improved on this, but can continue to work on this by making our contracts more equitable and working on where and how we get the word out about jobs. We can also figure out how to gather more recommendations for artists (for example, Devon, our Kinky Boots Drag Consultant, was recommended by Kevin - how do we make sure to keep the communications channels open so Jason can get to know new artists?).

Average Grade: 3

Audience Diversity:

Shruthi's hiring has been instrumental in dedicating more time and resources to community engagement which has allowed for things like the Community Engagement Committee, which brings in a multitude of voices and backgrounds to gather for each show of ours and connect and share their thoughts and hopes for how we interact with them. We also are about to have another great community partner. Access remains a problem with audience though, given the ticket sales structure. We may never be able to guarantee access within capitalism, so what is the closest we can get and how do we adjust the goal in the statement to reflect that?

Average Grade: 3

Education:

While it is great that Olney Theatre was so receptive to the feedback of Tour 72 and is planning a hiatus to reevaluate how the program functions, we would do better on this section overall if we reevaluated the structure of the apprentice program. We're still far from having a model that allows us to move away from underpaid labor and towards mentorship more consistently, and we aren't able to give enough incentive for the program to draw a broader application pool given what we are able to compensate for.

Average Grade: 2

Cultural Competency:

We have a way to go on this as well, primarily in figuring out more consistent training for staff and board and for knowing what is requiring cultural competency from our staff and artists so we are able to compensate them for it. We will work on bringing back the External EDIA committee which will involve the board more, and we are in conversation about how to revamp our training to allow for more consistent engagement.

Average Grade: 3

Safe Space for Risk:

The hiring of BIPOC Artist Advocate Kevin McAllister, the implementation of Rehearsal Room Agreements, and the empowerment of the EDIA Committee to work alongside HR in reviewing employee policies has enhanced Olney Theatre's environment as a safer and more responsible place for risk. Much work remains to be achieved in easing production schedules, especially with the addition of curated programming, and the Board's participation in anti-racist work has so far failed to materialize.

Average Grade: 3