



Department of Theater Arts

POINT OF CONTACT

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PARTICIPATION AND REPORTING

- Attended SA Consultation Session
- Submitted a Progress Report

This unit reported their progress to the community on 12/02/2020.

[Presentation video](#)



SYSTEMIC ANALYSIS STEPS UTILIZED

PROCESS ■ ISSUES ■ ACTION STEPS ■ OUTCOMES

PROCESS

1. We will be holding a listing session in November, 2020
2. We are examining our curriculum with the goal of de-centering whiteness
3. We are re-tooling our production season selection process so the work we do represents a broad and diverse range of playwrights and artists
4. We are developing a Season Selection DEI Manifesto
5. We are developing and an Anti-Racist/DEI Department Ethos
6. We are developing a speaker series for Spring 2021 of Black Theatre Artists

HIGHLIGHTS

Anti-Racism/DEI Committee

[Daphnie Sicre](#), Chair of Committee
Assistant Professor

[Arnab Banerji](#)
Assistant Professor

[Christopher Murillo](#)
Assistant Professor

[Katharine Noon](#),
Professor and Chair of Theater Arts

ISSUES IDENTIFIED

1. The Euro-centric nature of a large part of our curriculum and production season.
2. Allowing all voices in the room to be expressed and heard.
3. A consensus on not what we need to do but how best to do it.
4. Making sure we understand this is a marathon and not a sprint and making sure there is not burnout as a result of this process.
5. Communicating our efforts to our students.
6. Diversity of faculty.

OUTCOMES

We are currently in the process of completing the first action step. It will be assessed through student feedback in the form listening sessions and surveys.

The outcomes will be a de-colonized curriculum and a diverse performance season offering students exposure to BIPOC authors and artists. Assessment: Listening session and surveys

ACTION STEPS

Creating a Department Ethos Statement regarding our commitment to Anti-Racist practices and in conjunction with that a Season Selection Manifesto that will set up a DEI/Anti-Racist framework in how we select our production season.

Re-thinking aspects of our curriculum, particularly our spirit in Drama classes. Establishing a 4-year season selection process that ensures our students a broad range of diverse artists and genres.

NEXT STEPS

LEGEND FOR PRESIDENTS COMMITMENTS

- Hiring
- * Culture and Climate
- Education

SYSTEMIC ANALYSIS STEPS: QUICK REFERENCE

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|---|--------------------------------------|
| 1. Listen to your team and constituents | 5. Analyze strategic partnerships |
| 2. Review infrastructure and policy | 6. Evaluate vision/mission statement |
| 3. Review scope and content of programs | 7. Identify training needs |
| 4. Evaluate structural diversity (data) | 8. Accountability and Assessment |