



Equity, Diversity, & Inclusion @ A.C.T.

Updated November 22, 2020; December 27, 2020; January 15, 2021; March 19, 2021; October 12, 2021; February 14, 2022; July 20, 2022; June 5, 2023

A.C.T. AMERICAN
CONSERVATORY
THEATER

Our Commitment to Equity, Diversity and Inclusion

A.C.T. commits to becoming an inclusive and anti-racist organization where everyone can thrive. The moral imperative that drives our commitment is the transformational power of art made possible when true inclusion is realized, when a diversity of perspectives and experiences is respected, and when oppressive systems are collectively dismantled - leading to better art, more supportive and welcoming environments, and improved outcomes for all.

As part of a theatrical ecosystem with underpinnings of systemic racism and anti-Blackness, we acknowledge our organization's history as a predominantly white institution. We also acknowledge that A.C.T. has caused real harm and trauma, consciously or subconsciously, directly or indirectly, adversely impacting our colleagues, students, audiences, staff and members of our community. We take these injuries seriously, and we are working to make meaningful, lasting changes that dismantle and eliminate the inherently oppressive structures and practices in our culture, our organizational structure, our business practices and our work, on and off the stage.

We are doing the work through listening, educating ourselves, responding, and adjusting to be better as an organization and individuals. We are holding each other accountable with clear actions, goals and measurable results. This work is ongoing and we acknowledge the tension between moving quickly, being inclusive and making change that will have lasting impact.

Our EDI Vision

- We envision a theater where residents of the San Francisco Bay Area see their stories and themselves represented on and off stage.
- We envision a theater that invests in and promotes artists, stories and programs representative of the diversity of the San Francisco Bay Area.
- We envision a theater where all feel welcome and safe. Where everyone feels accepted for who they are.
- We envision a theater that truly embraces a diversity of thought and perspective.
- We envision a theater where people assume responsibility for their actions and growth and proactively work to ensure they are anti-racist in their behavior.
- We envision a theater where concerns are brought forward, problems are acknowledged, and individuals are given a chance to learn and grow and become better, leading to a stronger community and world.
- We envision a theater where we ongoingly reflect upon and examine our practices to dismantle the influence of oppressive systems.
- We envision a theater that will support the work of organizations and individuals in our extended community in dismantling racism.

How We'll Know We Are Making Progress

- Analysis of our staff, artists, board, students and audiences will show progress on an annual basis in becoming more representative of the demographics of the San Francisco Bay Area.
- Response to engagement surveys from staff, artists, students and board will show rankings as a highly inclusive organization where people are thriving and where a diversity of perspective is encouraged and embraced.
- Incidents counter to our values will be reduced and ultimately not exist.
- The work on our stages and in our training and education programs is representative of the San Francisco Bay Area.
- Input from our community of audiences, the theater community, and the Bay Area at large is solicited on a regular basis so we can learn where we are falling short and where we are progressing.

Our Stakeholders

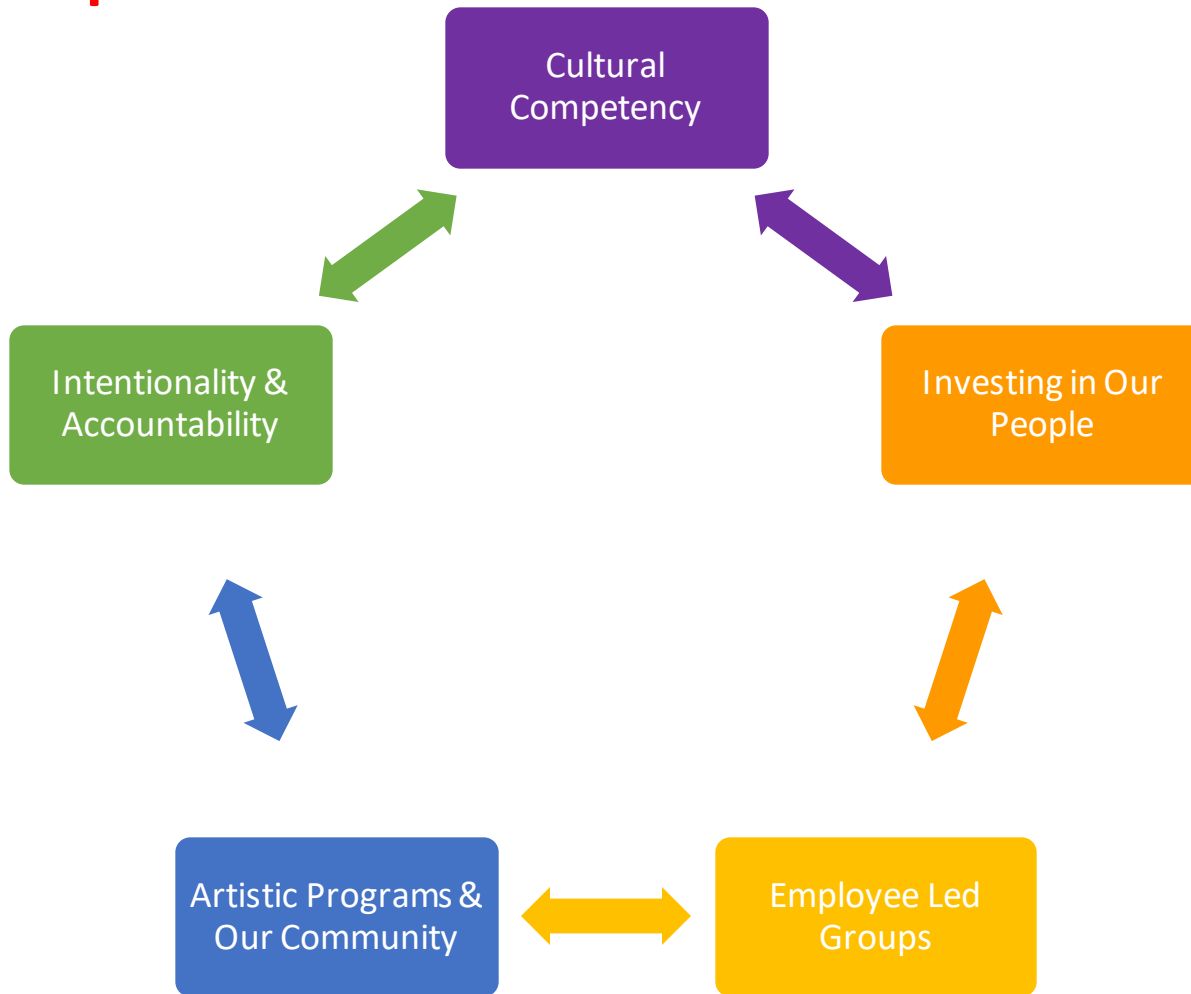
- Staff and Faculty
- Trustees
- Artists
- Students in all Training and Education Programs
- Audiences
- Donors
- Volunteers
- Community
- Local and National Theater Field
- Other sources of input:
 - Media
 - Research
 - Surveys
 - Movements



Organizing Components of Our Work

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5 Components



Cultural Competency

Cultural competency of staff leads to inclusion.

Cultural Competency is defined as the capacity to shift perspective and behavior based on commonalities and differences by experiencing cultures and individuals with greater levels of complexity. It's a skill that can be learned and requires practice. It's a muscle that requires flexing. It can be acquired through education, training, experience, and through various methods of learning such as art, travel, or immersion.

The value proposition: richer, deeper relationships, broader perspective, more effective communication and collaboration.

Investing in Our People

From the very first point of contact with A.C.T. (i.e. where a prospective employee sees a job posting and the language in our job descriptions) to an employee's last day on the job, and the entire employee lifecycle in between – we will examine the major aspects of a person's time with us and ensure an EDI lens is cast at each of those touch points.

Ensure diversity in recruiting and hiring. Ensure inclusion in performance management, employee development, succession planning, total rewards, and retention. Ensure transparency, clarity, and communication in all policies, processes and practices. Ensure equity in compensation, opportunity, and access.

Employee Led Groups

Groups like our EDI Committee, Subcommittees and Affinity spaces are an important aspect to a holistic approach to EDI. They ensure we are hearing from all corners of the organization, that a diverse array of voices are heard from, and issues, ideas, or concerns are raised that may not otherwise surface or be considered.

Groups are cross-functional teams with representation from across the organization, given budgets and full organizational support.

Artistic Programs & Our Community

An EDI lens is cast toward what goes on our stages and what is taught in our training and education programs. What stories are told? Who tells those stories? This has direct correlation to who comes to our shows, events, our spaces, and who partners with us in other ways.

Where do we show up in the community? Collectively – as A.C.T. but also as professionals and individuals? This has direct correlation to who applies to our jobs, auditions for a show, joins one of our programs, and who partners with us in other ways.

Intentionality & Accountability

The cornerstone of each component of the EDI plan, intentionality and accountability, is how we show our commitment toward action, impact, transparency and learning evidenced by:

- EDI values are woven into our plans, policies, and standard operating procedures (SOP)
- Desired outcomes and goals are established
- Metrics for measuring progress is defined
- Methods for holding ourselves and one another accountable are established
- Regular sharing out our successes and lessons learned to all stakeholders and the public



Specific Actions

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Overview

This plan is focused upon work at A.C.T. primarily from 2018 to date.

Actions are grouped according to the five organizing components of Cultural Competency, Investment in our People, Employee Led Groups, Artistic Programs & Our Community, and Intentionality & Accountability. There is inevitable overlap as all of these areas are intertwined.

This is a living and working document for A.C.T. and not intended to be a checklist as the work is never done. Past actions are noted so that we and future generations of A.C.T. stakeholders can see what has been implemented or attempted and continue to build upon these intentional efforts.

Key



Completed



Planning and Preparation in Progress



Initiated and Ongoing



Not Begun

Cultural Competency – Upcoming Actions

- Provide regular training on systemic racism, anti-racism, gender inclusion, micro aggressions, intent vs impact, unconscious bias and bystander intervention to all constituents on a regular and repeated basis. This is for staff, artists when with us, students and for board members. (HR/EDI)
 - Trainings on Neurodiversity in the Workplace and Community Awareness are currently taking place with organizations, Inclusive Arts and Urban Alchemy respectively. 2023.
- Conduct regular internal training and provide forums for discussion, and continue to provide resources for individual work, to ensure this work, learning and development continues. Monthly lunch & learns take place to discuss artistic expression through the lens of diverse identities i.e. Black art and liberation, Lunar New Year, neurodiversity. (HR/EDI, ALL) 2023.
- Reconceive what training and ongoing consultation around EDI and culture building is needed and can be most effective under current constraints of COVID. Trainings have shifted to in-person and Zoom. (HR/EDI) 2023.
- Engage our leadership team in Intercultural Development Inventory assessment and training, then expand use organizationally. (OPCOMM) 2019.
- Examine the language we use in this work. The A.C.T. Inclusive Language Guide is an evolving tool to help A.C.T. members learn about and use inclusive language in institutional communications, instruction, and presentations around descriptors of Race, Gender, Ability, etc. It is shared with all onboarded artists. Employee Handbook now uses inclusive language. Regular lunch & learns take place to discuss the language guide and implement it.(GM, ALL) 2023.

Cultural Competency – Upcoming Actions

- Meeting agreements are used to help ensure an inclusive environment and to set expectations in large group meetings. The agreements are being reviewed to accommodate for multiple communication/processing styles and to make room for accountability in meetings (ALL/EDI) 2023.
- Gender pronoun awareness building (at meet and greets and other meetings). (ALL) 2018.
- Provide anti-racism resources to staff and students to do individual work. This has been updated via the EDI Portal that is accessible to staff and students with trainings, books, podcasts, and additional resources (ALL) 2023.
- Developed an Inclusive Language Guide. (CC SUBCOMMITTEE) 2022.
- Anti-Racist Book Club launched 2020 and still meets regularly with over 17 pieces of media/literature completed. (EE LED GROUPS) 2023.
- Expanded language and input gathering around language in Conservatory programs and contracting. (CSV) 2022.
- Lunch & Learns have been relaunched around language, art, and culture. (EDI) 2023.
- A.C.T.'s Anti-Harassment policy is shared at first rehearsal and tech and to understudies. (GM) 2023.
- Conservatory staff and San Francisco semester faculty are reading *Stages of Reckoning* regarding anti-racist and decolonized actor training (CSV) 2023.
- Young Conservatory faculty attended sessions on how to build an inclusive classroom. Additionally, they attended a workshop on neurodiversity in the classroom. (CSV) 2023.
- Training is offered on an ongoing basis for cultural competency and trauma-informed learning (EDUCOMM) 2023.

Cultural Competency – Upcoming Actions

- Binary language has been removed from CBAs (Wardrobe, AFM, B-18). (PRODUCTION, GM) 2023.
- Gender-specific language for SFS attire recommendations have been removed. Language on the website, handbooks, and orientation packets have been updated. (CSV) 2023.
- Gender inclusion statement and initiative: communication to all stakeholders of the importance, and signage on all restrooms encouraging people to use the restroom they choose in terms of their gender identity. (FACILITIES) 2018.
- Coaching provided to Conservatory leadership. (CSV) 2018.
- Participation in Convenings Led by Other Organizations
 - Participated in the Theaters Advancing Social Change cohort brought together by Theater Bay Area and ArtEquity. 2019.
 - Racial Equity in the Arts convening organized by SF Symphony. 2019.
 - Z Space EDI Series – a group of staff attended over multiple convenings. 2019
 - Moving Toward Equity and Justice Workshop led by the Hewlett Foundation. 2019.
 - TCG Offerings: Annual Meeting, Fall Forum, Working groups 2020.
 - Long Wharf Artistic Congress, 2020
 - LORT Anti-Racism Roundtables 2020-2021

Cultural Competency – Upcoming Actions

- Part of Ongoing Training Efforts
 - Cultural competency talk for front-of-house staff serving student matinees (AS) 2018.
 - Audience Services pre-season and onboarding orientations include EDI workshop (AS) 2022.
 - Mandatory Unconscious Bias training for all front of house managers and ushers, in partnership with Berkeley Rep (AS) 2019.
 - Racial Equity Institute presentation about Systemic Racism for all A.C.T. (ALL) 2019.
 - Training on Micro Aggressions, Unconscious Bias, Intent vs. Impact (ALL) 2019.
 - Gender Inclusion Training (ALL) 2021
 - Training on Unlearning Unconscious Bias, Microaggression to Microaffirmation and Anti-Racism with Shine Diversity 2020.
 - Hollaback Bystander Intervention Training offered to all staff and students 2020.
 - Repeated trainings on Unlearning Unconscious Bias, Microaggression to Microaffirmation, Anti-Racism, Gender Inclusivity, added Next Level Gender Inclusivity, Beyond Allyship, Becoming a JEDI (justice, equity, diversity, and inclusion), and Intergenerational Workforce with Shine Diversity (ALL) 2021.
 - Training on Inclusion, Community of Practice, Belonging training held. (ALL) 2022.

Investing in Our People - Upcoming Actions

- Implement Manager Training (HR) and looking into regular training for stage management; a Resident Stage Manager will support this (GM) 2023
- Continue to develop and refine an Onboarding/Orientation process for new employees. A new hire onboarding video is in the works. A New-Hire Playbook was created to support departments for onboarding. A rework of artist onboarding is taking place (HR, GM, ARTISTIC) 2023
- Assess and Share Compensation Structure. A compensation guide has been created that can be provided to staff by request (HR/FINANCE)
- Staff and Team Development; Team Building series is being implemented (HR/FINANCE) 2023
- Investing in infrastructure that will allow for expanded, intentional recruitment and retention efforts to help increase diversity of staff and leadership and become a more inclusive organization: Paycom (ADMIN, FINANCE, HR, IT)
- Proactively communicate our priorities to seek and develop a diverse array of talent and interest. Added recruitment resources to HR Portal to assist in broader and stronger recruitment. (HR/ALL)
- Recruit faculty that are representative of the Conservatory student body. (CSV)
- Focus on Board recruitment to represent the demographics of the Bay Area (BOARD)
- Provide outside support if no member of the faculty is able to adequately provide mentorship for BIPOC students. (CSV)
- Provide scholarship resources to participate in our training programs. (CSV)

Investing in Our People - Upcoming Actions

- Continue to adjust training and education requirements that may create barriers to entry from job postings. (HR)
- Examine Board giving policy to ensure it allows for flexibility so candidates can be assessed for a multiplicity of reasons that can add to the diversity of perspective, experience and resource. The Board launched the Nancy Livingston Levin Trustee Initiative to remove the financial barrier of board involvement entirely. Elected three new trustees through this program. (BOARD) 2021.
- Launched Kay Yun Professional Development Funds for individual professional development opportunities. 2021
- Continue to update all job descriptions – to clarify roles and responsibilities (HR, ALL)
- Ensure consistent performance reviews in May and June, including EDI goals. (HR, ALL) 2022.
- Ensure support for artists/staff handling challenging material in a production. 2020
- HR Portal was created to have all employee resources in one place, including recommendations for interview and reference questions (HR) 2022
- Job descriptions consistently include expectations around EDI (HR) 2021
- Host Young Conservatory Affinity Groups (CSV) 2022
- Expanded Conservatory Scholarship opportunities, up to 100%. We've raised funds from Hearst Foundation to support. (CSV, DEVO) 2022
- Collaboration with outside arts education partners to conduct open call and ensure work for Teaching Artists (EDUCOMM) 2023.
- Provide workplace snacks, beverages, games, and activities in common areas (HR) 2023

Employee Led Groups – Upcoming Actions

- Foster and support the EDI Committee, Sub-Committees, and Affinity Groups to offer a safe space for sharing, learning, processing and healing. (EDI, EE LED GROUPS)
 - Staff EDI Sub Committee have resumed. Meeting from biweekly to monthly. 2023
 - Develop the work of the Staff EDI Subcommittees: Audience Inclusion and On-boarding & Retention (Investing in Our People subcommittee).
 - Relaunch Affinity Groups or small group work with an outside facilitator.
 - BIPOC Affinity Space (outside facilitator), Queer Affinity Space (outside facilitator), white people against racism working group, and the Anti-Racist Book Club have been developed. The book club has covered 15 books/media and counting, with books purchased by A.C.T. and extras for a common area 2020. 2023.
 - EDI Manager hired, supported with the Director of HR and EDI. 2023
- Resume regular Lunch & Learn sessions (EDI, EE LED GROUPS)
 - As of May, these occur once a month on EDI-centered topics and on an as-needed basis for professional development (software, finance updates, project management, etc). EDI Lunch & Learns include intentional language, culture, white supremacy, and more). 2023
- In addition to staff and volunteers, artists are invited to participate in employee-led groups when working with us. The EDI Manager has been meeting with cast on first-day of rehearsal and with new hires (EE LED GROUPS) 2023
- Budget to support the work of the committee is provided including compensating staff for their time. Facilitators are paid and staff are paid to attend mandatory trainings. (FINANCE, EDI)

Employee Led Groups – Upcoming Actions

- Managers are expected to fully support participation (MANAGERS)
- Improve weaving of the work of the two EDI Committees (staff and board) (EDI, EE LED GROUPS)
- Have provided gathering spaces in response to traumatic events
- Hold gatherings in support of events around culturally specific demographics. For example, Lunar New Year mahjong event, Latinx Heritage Month gathering, annual Indigenous People's Day gathering, St. Patrick's Day Irish Heritage Celebration, annual opening of the Strand Lobby for Pride Parade (EDI) 2022

Artistic Programs & Our Community – Upcoming Actions

- Ensure our programming and partnerships reflect and represent the diversity of the San Francisco Bay Area community (ARTISTIC, EDUCOMM)
 - As much as we are able, A.C.T. casts are 50%+ local Bay Area actors and based on recent mainstage programming, reflect Bay Area communities in terms of race, sexuality, and gender with identity-conscious casting. 2023
 - In Education programs, teaching artists support the devising process for local schools and organizations, resulting in performance pieces that represent the identities and experiences of the students themselves, bringing diverse experiences to the stage and initiating dialogue in communities. Expansion to outside San Francisco is desired for the future. 2023
- We commit to center and honor the cultural specificity in the creation of BIPOC art. We will ensure the diversity of creative teams (including playwrights, directors, choreographers, dramaturgs, cultural consultants and designers) to better tell stories, making certain that actors do not carry the sole burden of representation. (ARTISTIC, PRODUCTION)
 - Cultural Consultants and Language/Dialect Consultants have been hired for some mainstage productions that involve foreign language and culture. 2023
 - Self-produced mainstage productions, design teams have included 50%+ BIPOC design teams. 2023

Artistic Programs & Our Community – Upcoming Actions, cont'd

- Actors Ensemble plays were both written and directed by BIPOC playwrights/directors. The Code storyline featured more than 50% BIPOC actors and creative team, and the story centered around educational equity. YC Summer Musical Theater Institute faculty comprised of 3/5 Black faculty. Summer YC administrative staff also 3/5 BIPOC, our team will be greeting all students and families. (CSV) 2023

- Season planning and new work commissioning ensure a focus on centering the work of BIPOC artists with a lens on uplifting and affirming stories. (ARTISTIC)

- In FY23, our portfolio of full commissions includes 35% White, 33% Black, 21% Asian, 8% Latine, 4% MENASA artists. Indigenous artist Julius Rea undertook a Make-a-Thing commission exhibited in the lobby of *Wizard of Oz*, however we do not currently have an Indigenous artist under full commission and hope to address this soon. 2023

- We will deepen and expand our relationship with the Indigenous community of the Bay Area, recognizing that a land acknowledgement needs to be in a healthy and ongoing context of such dialogue. (EDUCOMM)

- Community Connections collaborated with Indigenous artists as guests for *The Wizard of Oz*. Ongoing relationship building continues. 2023
- We expanded the live land acknowledgement in our pre-show welcome speech. We are in process with expanding the resources we provide in our program and on the website. 2023

Artistic Programs & Our Community – Upcoming Actions, cont'd

- Young Conservatory programs for performance ensembles include land acknowledgements, new commissioning projects for FY24 hope to engage local Indigenous playwrights/artists. 2023



- We commit to affordable ticket price initiatives. (FINANCE/MARKETING)
 - Free tickets to shows (EDUCOMM) 2023
 - Throughout the 23/24 season we will continue to offer allotments of free and \$15 tickets to all the shows in the season. (MARKETING, DEVO) 2023
 - Reciprocal ticket policy with other Bay Area theaters/performing arts organizations & this is shared out with guest artists when in residence - providing better access to shows for A.C.T.'s guest artist. (GM) 2019



- Focus on work to engage the Bay Area at large, and especially the Black, Latine and Asian populations. (ARTISTIC, EDUCOMM)
 - Working with Title 1 schools and continue to support the creation of original work that honors the communities we serve. South East Community Center to initiate a partnership. 2023
 - Secured funding a partnership to develop a pilot tour for Spring 24 that will showcase local BIPOC performers and artists. Make-a-Thing will be supported by Community Connections and will center Bay Area BIPOC artists. (EDUCOMM, DEVO) 2023
 - Heritage and Community Nights have been and continue to be programmed. (MARKETING, EDUCOMM) 2023

Artistic Programs & Our Community – Upcoming Actions, cont'd

- • Share resources on how the audience can further their learning from a production and take action to make a difference. (ARTISTIC, MARKETING, EE LED GROUPS)
 - Audience Exchanges, "Meads Reads", and an exploration of digital Words on Plays (ARTISTIC) 2023
- • We will provide therapists or counselors to artists for a production that deals with racialized or sexualized experiences or trauma. (ARTISTIC, HR, GM)
 - Therapists have been hired for previous productions and hope to be budgeted for in the future (ARTISTIC, HR) 2023
 - All staff have access to Concern EAP services for mental health, financial, and legal counseling. This includes guest artists. (HR) 2019
 - Intimacy coordinators and cultural consultants have been hired on productions for trauma-informed and consent-forward practices (ARTISTIC, HR, GM) 2023
- • We will compensate all artists for appearances at donor events, appearances and other activities that fall outside of their contracted role. (ARTISTIC, PRODUCTION, HR, GM DEPT RUNNING THE EVENT)
- • We do not conduct 10 out of 12 rehearsals for self-produced productions. (ARTISTIC, PRODUCTION, GM) 2023

Artistic Programs & Our Community – Upcoming Actions, cont'd

- Work to evolve to a five-day week in the rehearsal room over the next several years. (ARTISTIC, PRODUCTION, GM)
 - We have established this practice for all mainstage shows, with the exception of HIPPEST TRIP. Despite our efforts institutionally to create a 5-day week for HT, there were several factors contributing to the decision of a 6-day week for this particular show regarding budget, scheduling, and coordination with an out-of-town company. 2023
- We ensure our Wig and Makeup staff is skilled in working with BIPOC actors and/or is provided the training and consultation as needed. (CSV, PRODUCTION)
- We will work to dismantle harmful casting practices and to decenter whiteness in casting choices. (ARTISTIC)
 - For OZ and HIPPEST TRIP, outside casting directors were hired to add expertise and to ensure the casting scope was as inclusive, wide-ranging and diverse as possible. 2023
- We affirm our commitment to become even more aware and engaged with the local theater community and commit to hire more local artists. (ALL for engagement, ARTISTIC for hiring)
 - Continue to see the work of other companies throughout the Bay Area. Leading the #BayAreaArtsTogether initiative to bring arts groups together.
 - Many self-produced shows have majority-local casting. Artistic staff attends shows and readings at theaters of all sizes in the Bay Area to get to know local artists' work.

Artistic Programs & Our Community – Upcoming Actions, cont'd

- We held two days of joint Equity Principal Auditions with Berkeley Rep, one in SF and one in the East Bay, and saw over 200 local actors.
- New Works is piloting a July open submission policy this year for local Bay Area writers. We hired a majority of local actors for commission workshops.
- Alumni who engage with local theatre are shared in newsletters in CSV social media.
- Communicate our support and resources of how to support people in our community who are oppressed or are experiencing violence. (MKTG, HR, EDI)
 - Resources are listed on the website and ongoingly provided. Resources are specifically shared internally with staff via the EDI Portal. Based on need, communication is sent out company-wide to acknowledge violence in the community (HR, EDI) 2023
 - Alumni who engage with local theatre are shared in newsletters in CSV social media.
- House Rules of Play created to build awareness amongst audiences of how to create a respectful and inclusive environment for all to enjoy theater. 2019
- #OpenYourLobbies 2020
- Opening up the Strand Lobby for Pride with free bathroom usage, drag performances, and a space to rest and cool down from the parade (EDI) 2022
- We will formalize and make transparent the selection process for choosing work in our MFA program and will audit the reading list to interrogate classics and what is included (CSV) 2022

Intentionality & Accountability – Upcoming Actions

- Employee engagement survey to get feedback from all and will use to measure progress over time. (HR)
 - Company Management sends a guest artist survey at the end of artist residencies and are currently working to expand on that survey with EDI Manager & Artistic. Feedback has been shared at show debriefs and will continue to be. 2023
- Continually examine systems and policies through the lens of dismantling racist structures. (HR/EDI, EE LED GROUPS)
 - The EDI Manager, along with the EDI subcommittees are recognizing policies and systems that still support white dominant structures and are assessing what changes can be made to dismantle them. 2023
- Publish/share our EDI work – e.g. on website with plans, demographics, goals, and outcomes as they evolve (ADMIN, HR/EDI, MARKETING)
 - Demographics shared just show race now and hope to be more intersectional in the future 2023 The plan will become more intersectional in the future as well. 2023
- Investment in dedicated EDI staff to guide and support these efforts. (ADMIN, HR)
 - EDI Manager has been hired with support from Director of HR and EDI (HR) 2023
- We commit to a budget to support this work. (FINANCE)
- Increasing transparency across the organization through frequent company meetings, visibility into decision-making processes, and accountability for information sharing. (ADMIN)
 - Company meetings take place monthly and include more planned interaction such as small group breakouts 2018

Intentionality & Accountability – Upcoming Actions

- Culture of Belonging team building trainings on a bimonthly basis 2023
- Sharing agendas of Operating Committee meetings, recordings of all company meetings 2018
- Minutes from Operating Committee shared 2021
- Asana has been incorporated as a tool to show workflow transparency. 2023
- Ample and safe reporting paths for staff, students, faculty and artists to bring concerns forward with clear understanding of response protocols and accountability. (HR)
 - Added an anonymous hotline 2019
- Roll out revised Mission and Values. (ADMIN)
- We will expand our code of conduct covering anti-harassment to include anti-racism commitments to be shared regularly with staff, board and all companies of productions through onboarding, first rehearsals and other relevant meetings. (HR, GM)
- We will post financials on our website. (FINANCE)
 - As required, our financials are publicly available as part of our annual Form 990 public filing. 2023
 - The EDI Committee is reexamining what is to be shared for context 2023.
- We will post our EDI Strategic Plan and Commitments on our website. (ADMIN, HR/EDI)
- Ensure all participants are included so that the organization moves forward as a whole. (ADMIN, HR/EDI)
- The Board of Trustees formed an EDI Committee in February 2018

Intentionality & Accountability – Upcoming Actions

- Define and implement specific ways to assess progress (HR/EDI, EE LED GROUPS, ALL)
 - This plan is currently used to assess progress, as well as this accountability review. A rubric for further assessment is being developed with Director of HR/EDI and EDI Manager. 2023
- A.C.T. hired Gwen Cochran Hadden as an EDI Consultant to do an assessment of A.C.T.'s EDI work and of its organizational culture 2018. Reconsulted in March 2019 to ensure all concerns around EDI have been raised with additional recommendations 2019
- Added EDI as a standing agenda item to weekly Operating Committee meetings in Fall 2018
- Introduced conversations with MFA students to select plays 2018
- Listening tours by new leadership to gather information 2019
- Building community internally – with culture of belonging trainings 2023
- Content Disclosures adopted and shared in January 2019
- Changed A CHRISTMAS CAROL compensation to MFA participants to ensure equity 2019
- Issued ID's to staff, to wear or show, for admission to facilities and to receive company benefits 2018
- Embark on an inclusive strategic planning process to provide clarity on priorities, our mission, values, programs and how they connect, etc 2019
- Board stated EDI as a priority focus from 2018 to date.
- Update job descriptions as roles change or are replaced 2019
- Implement performance reviews across organization 2019
- Staff and board adopted an anti-racism commitment 2020
- Added Two-Observer policy for staff to attend Board meetings 2021



Appendix

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Demographics – Race and Ethnicity

	All Artists		Staff		Senior Leadership Team		Board of Trustees		MFA Students		Bay Area Census	
	BIPOC	White	BIPOC	White	BIPOC	White	BIPOC	White	BIPOC	White	BIPOC	White
Current A.C.T.	58.1%	38.9%	40%	60%	33.3%	66.7%	23.8%	76.2%	N/A	N/A	66.8%	33.2%
FY22	46.3%	53.7%	27.4%	72.6%	41.7%	58.3%	22.5%	77.5%	58.3%	41.7%	57.6%	42.4%
FY21	50.8%	49.2%	27.4%	72.6%	27.3%	72.7%	24.4%	75.6%	58.3%	41.7%		
FY20	55.9%	44.1%	25.4%	74.6%	27.3%	72.7%	20.8%	79.2%	55.6%	44.4%		
FY19	43.0%	57.0%	18.6%	81.4%	18.2%	81.8%	20.8%	79.2%	51.4%	48.6%		
FY18	31.4%	68.6%	22.2%	77.8%	27.3%	72.7%			45.9%	54.1%		
FY17	31.6%	68.4%	24.5%	75.5%	37.5%	62.5%			48.6%	51.4%		

Demographics – Gender

	All Artists			Staff			Senior Leadership Team			Board of Trustees			MFA Students			Bay Area Census		
	Men	Wom	NB/Tr	Men	Wom	NB/Tr	Men	Wom	NB/Tr	Men	Wom	NB/Tr	Men	Wom	NB/Tr	Men	Wom	NB/Tr
Current A.C.T.	49.1%	44.9%	6%	38.3%	55%	6.7%	46.7%	46.7%	6.7%	45.2%	54.8%	0%	N/A	N/A	N/A	50.6%	49.9%	N/A
FY22	54.2%	45.8%	N/A	42.2%	57.8%	0%	50%	50%	N/A	46.3%	48.8%	N/A	33.3%	41.7%	25%	50.6%	49.9%	N/A
FY21	41.3%	54%	N/A	35.5%	64.5%	0%	33.3%	63.6%	N/A	48.8%	46.3%	N/A	50%	33.3%	16.7%	50.6%	49.9%	N/A
FY20	50%	50%	N/A	44.1%	55.9%	0%	36.4%	63.3%	N/A	45.8%	54.2%	N/A	41.7%	41.7%	16.7%	50.6%	49.9%	N/A
FY19	50%	50%	N/A	36.4%	63.6%	0%	27.3%	72.7%	N/A	45.8%	54.2%	N/A	58.3%	33.3%	8.3%	50.7%	49.3%	N/A
FY18	62.3%	36.5%	N/A	30.8%	49.6%	0%	45.5%	54.5%	N/A	50%	50%	N/A	58.3%	41.7%	N/A	50.7%	49.3%	N/A
FY17	58.6%	41.4%	N/A	46.8%	53.2%	0%	50%	50%	N/A	50%	50%	N/A	45.5%	54.4%	N/A	50.7%	49.3%	N/A

Demographics – Age

	All Artists			Staff		Senior Leadership Team		Board of Trustees			MFA Students		Bay Area Census	
	5-17	18-50	50+	18-49	50+	18-49	50+	18-44	45-64	65+	18-28	29-39	18-64	65+
Current A.C.T.	10.8%	62.9%	26.3%	71.6%	28.4%	67%	33%	14.3%	57.1%	28.6%	N/A	N/A	58.4%	16.5%
FY22	N/A	N/A	N/A	N/A	29%	64.3%	35.7%	N/A	N/A	N/A	58.3%	41.2%	N/A	16.5%
FY21	N/A	N/A	N/A	N/A	34.4%	45.5%	54.5%	4.9%	63.4%	31.7%	N/A	N/A	N/A	16.5%
FY20	N/A	N/A	N/A	N/A	29.6%	36.4%	63.6%	N/A	N/A	N/A	N/A	N/A	N/A	16.5%
FY19	N/A	N/A	N/A	N/A	41.1%	27.3%	72.7%	N/A	N/A	N/A	N/A	N/A	N/A	13.6%
FY18	N/A	N/A	N/A	67.5%	32.5%	45.5%	54.5%	N/A	N/A	N/A	N/A	N/A	73%	13.6%
FY17	N/A	N/A	N/A	62.8%	37.2%	27.3%	45.5%	N/A	N/A	N/A	N/A	N/A	73%	13.6%