



May 2022

MILLIKIN UNIVERSITY  
1184 W. MAIN STREET  
DECATUR, IL 62522  
217.424.6282  
<https://millikin.edu/theatre>

3 INTRODUCTION

4 MESSAGE FROM SCHOOL  
DIRECTOR

5 FRAMING

6 ANTI-RACISM ACTION PLAN

12

Millikin University's School of Theatre and Dance (SOTAD) is committed to becoming actively anti-racist. We understand that this will require learning, unlearning, and discomfort. SOTAD will center

Dear Reader,

“A journey of a thousand miles begins with a single step.” – Lao Tzu

The pages that follow include Millikin’s School of Theatre and Dance (SOTAD) Anti-Racism Action Plan. We acknowledge the past harms we have caused due to our lack of knowledge and education. We strive to embody the lessons learned from our past mistakes and put the work of anti-racist action squarely on our own shoulders to truly support diverse and marginalized communities. In recent years, many institutions and organizations have posted diversity statements on their websites; while those are important first steps, we felt it necessary to go beyond that and create a plan for actionable change.

We have taken time, and will continue to make time, to process and engage in this necessary work. For example, in SOTAD faculty bi-weekly meetings, readings such as

by Ijeoma Oluo, “Dear White American Theatre” (a letter from ALAANA<sup>1</sup> theatremakers), and other critically oriented texts framed our discussions in 2020-2021. Then, in the following year, 2021-2022, we hired consultant Joshua Rashon Streeter (’06 B.A. Theatre), who lead us through training on “Building an Anti-Racist Culture”. During that process, SOTAD formed a sub-committee of faculty to create the action plan that follows. This action plan is a living document that will change and grow as we change and grow.

We acknowledge that we will stumble at times as we grapple with these urgent issues and therefore commit to learning from these challenges as we try to sustain the work in the subsequent years. Most importantly, we want our words to be coupled with action – we intend to DO these things. We aim to be accountable to these goals and transparent with our progress or lack thereof. We will continue to listen to our community and respond with care, compassion, and understanding. We understand that this work will require collective action in collaboration and partnership with students, staff, faculty, the university, and the larger Decatur community. We hope this document and the actions that come from it will encourage genuine, honest, and authentic conversations with one another to heal our community – both within SOTAD and the world at large.

All the best,

Angela F. Miller

---

<sup>1</sup> African, Latinx, Asian, Arab, Native American (ALAANA)

The Anti-Racism/Race Equity Action Plan and this accompanying document share SOTAD's current and future steps, illustrating intentional and reflective practice. During the development of this plan, the faculty engaged in year-long anti-racism training. Students were invited to participate in training as well. However, we are aware that while conversations might lead to actions, they are not actions. Rich dialogue has led us to this point, and we invite you into the conversation as we work together to take action together and create lasting and needed change within our school and at the university.

SOTAD's Action Plan focuses specifically on anti-racism and race equity, compared to other issues of diversity. We created ongoing (short- and long-term goals) and systemic (people, policies, practices, programs, and place) anti-racism objectives. Most importantly, the goals outlined in this plan serve as a point for reflection, direction, transparency, and accountability, and specifically focus on creating a culture shift by [centering the most marginalized](#). The plan works to [end the "Grateful Guest Syndrome"](#)



7. To affirm the importance of active anti-

mutually beneficial community partnerships in Spring 2024, adding one new partnership each year starting in the academic year 2025-2026.

13. To honor the history of the land on which we perform and work every day, inform/educate students, audiences, and the community, and commit ourselves to indigenization, SOTAD will include decolonization and indigenization as part of its consistent and pervasive practice with fidelity. Yearly goals follow:

Spring 2024: read and/or provide land acknowledgment language before every performance or production; record new audio file

9. To communicate SOTAD's commitment to becoming a more supportive and diverse learning environment and to hold ourselves accountable for creating and upholding an anti-racist environment, all SOTAD faculty, staff, students, and student organizations will annually sign an Anti-Racism Value Statement; this process will begin in August 2024. Yearly goals follow:

Fall 2024: add to website, handbooks, student org contract and social media; all faculty, students and staff sign

13. To honor the history of the land on which we perform and work every day, inform/educate students, audiences, and the community, and commit ourselves to indigenization, SOTAD will include decolonization and indigenization as part of its consistent and pervasive practice with fidelity. Yearly goals follow:

Fall 2024: develop surrounding programming to better educate SOTAD faculty, students and staff about decolonization and indigenization; add SMART goals to anti-racism action plan as necessary

- 14.



16.

22. To effectively recruit economically disadvantaged students, SOTAD will create and/or modify existing programs to allow students to take advantage of free community college programs and graduate on time by the 2025-2026 academic year.
  
23. To increase access to a Millikin Theatre degree, SOTAD will create and advertise clear transfer paths for all of our degree programs starting in Fall 2025. Degree-specific goals follow:
  - a. Fall 2025 – BA Theatre & Performance Studies
  - b. Fall 2025 – BFA in Acting
  - c. Fall 2025 – BFA in Design & Production
  - d. Fall 2025 – BFA in Stage Management
  - e. Fall 2025 – BFA in Musical Theatre