

PINK UMBRELLA THEATER

EQUITY,
DIVERSITY,
INCLUSION
COMMITMENT



Introduction

At Pink Umbrella Theater we strive to respect, recognize and protect our differences. This document is a starting point; a place to reference, to hold accountable, and to create and envision the current and future culture of Pink Umbrella Theater.

An Anti-Racism, Anti-Ableism Committee (ARAA) was formed in 2020 and meets on an annual basis. This committee created this commitment and holds the company responsible to the commitment herein.



Accessible
Theater for All

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Pink Umbrella Culture

At Pink Umbrella Theater we strive to respect, recognize, and protect our differences. To do this we will....

- Establish a culture of consent, transparency, and abundance that makes the invisible visible and is unconditionally welcoming.
- Encourage authenticity and self-advocacy.
- Ensure that wherever we gather, authentic representation is present, visible and achievable.
- Engage in the ongoing work it takes to create an anti-racist, anti-ableist, and anti-oppressive culture.

It is our intention that our culture embraces freedom and creates possibility for each participant to be their authentic self.



Defining Ableism

At Pink Umbrella Theater, we look to Talia A Lewis, Social Justice Engineer, Educator, Organizer, Attorney and Artist for our definition of ableism.

"able·ism /ˈābəˌlɪzəm/ noun A system of assigning value to people's bodies and minds based on societally constructed ideas of normalcy, productivity, desirability, intelligence, excellence, and fitness.

These constructed ideas are deeply rooted in eugenics, anti-Blackness, misogyny, colonialism, imperialism, and capitalism. This systemic oppression that leads to people and society determining people's value based on their culture, age, language, appearance, religion, birth or living place, "health/wellness", and/or their ability to satisfactorily re/produce, "excel" and "behave."

You do not have to be disabled to experience ableism."

working definition by @TalilaLewis, updated January 2022, developed in community with disabled Black/negatively racialized folk, especially @NotThreeFifths. Read more: bit.ly/ableism2022

Defining Racism

At Pink Umbrella Theater, we look to dismantlingracism.org for our definition of racism.

"Racism is

- race prejudice + social and institutional power
- a system of advantage based on race
- a system of oppression based on race
- a white supremacy system

Racism is different from racial prejudice, hatred, or discrimination. Racism is when the power elite of one group, the white group, has the power to carry out systematic discrimination through the institutional policies and practices of the society while shaping the cultural beliefs and values that support those racist policies and practices. "



How do we ensure that we are anti-racist and anti-ableist?

We respect each individual experience of and with disability.

- We prioritize and center voices of people with disabilities when learning about specific disabilities.
- We use an individual's preferred language when/if discussing their disability (person first vs identity first).
- We name ableist language and/or microaggressions and educate others restoratively to move forward.
- We respect an individual's right to choose disclosure (except in cases where a disability could cause a medical emergency).
- We create a space in which everyone under the umbrella has the right to fail and the dignity of risk.



We respect...

We acknowledge intersecting identities that impact one's experience of and with disability. These intersecting identities include: race, gender, socio-economic status, class, educational background, and more.

- We acknowledge the spectrum of gender identities and continue to educate ourselves utilizing resources from advocates with lived experience. For more info on gender identities visit this [glossary](#).
- We honor names and pronouns.
- We learn the accurate pronunciation of each person's name and meet corrections on names/pronouns with gratitude.
- We recognize the disparities in education, diagnosis, healthcare, and cultural stigmas present within the Disabled and/or Black, Brown, Indigenous, and People of Color communities that affect one's experience of and with disability; we support work against these disparities and attempt to counterbalance these disparities within our spaces.
- We practice decentralizing white constructions of "correct" or "professional" language; creating a space in which code switching is not required.

We acknowledge...

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- We do not require formal diagnosis and validate self-diagnosis; all are welcome.
 - We provide performers with culturally relevant material to perform.
 - We recognize income disparities for people with disabilities and complex government rules around financial status, and as a result provide thoughtful financial assistance and/or compensation to participate in our activities.
 - We recognize government rules negatively affect a disabled actors and artist's ability to accept payments. We ensure financial support from Pink Umbrella is offered in a way that does not threaten a loss of benefits.
 - We acknowledge how disability has historically contributed to exclusion from theatre spaces, and as a result work to make the implicit expectations of "how theatre works" explicit and open to challenge.

We recognize...

We learn...



We provide...



We create...



We engage...

We commit to hiring and engaging Disabled and Black, Brown, Indigenous, and People of Color teachers, artistic and administrative staff, board and committee members.

- We hire disabled teachers, administrators, creatives, and other staff members.
 - We host a monthly Teaching Artists Identifying with a Disability meeting to support teachers who identify with a disability.
- We seek and engage Disabled and/or Black, Brown, Indigenous, and People of Color board and committee members.
 - We strive to have 50% or more of board and committee members who identify as Disabled and/or Black, Brown, Indigenous, and People of Color.
 - We strive to make our board a place that doesn't require previous board knowledge or special training to ensure it is accessible to historically marginalized people (especially Disabled and/or Black, Brown, Indigenous, and People of Color individuals).

We commit to mutually beneficial partnerships within the Disability and Black, Brown, Indigenous and People of Color community.

- We seek out businesses and organizations that are owned or led by people identifying as Disabled and/or Black, Brown, Indigenous, and People of Color to collaborate and work with.
- We create feedback processes that allow us to listen to and respond to the needs of the communities we are serving.

We seek out..



We acknowledge that we are on stolen land.

- Land acknowledgements will be given at every performance and presentation for Pink Umbrella Theater.
- We will continue to find ways to partner with the Indigenous Peoples in the community to create theater that is inclusive and engaging.



We commit...

We provide professional development.

- We provide Education and Production staff resources and workshops throughout the year to ensure we are continuing to listen, learn, and be reflexive to the messages of our Disabled and/or Black, Brown, Indigenous, and People of Color community members and global neighbors.
- We commit that the professional learning programs we offer will include accessible design and accommodations (such as: closed captions, ASL interpreters, visuals, etc), and sliding scale options.
- We provide accessible resources regarding anti-racism, anti-ableism, and anti-oppression work to everyone under the umbrella.
- Leadership will continue to participate in anti-racism training on a yearly basis.

We remove financial barriers.

- Em's Ensemble is a scholarship fund created to ensure “financial accessibility for all.” These funds are used to cover class fees.
- Ticket sales are on a tiered system: Barrier Free (ticket free of charge), Ticket, please (ticket for yourself), and Pay it Forward (ticket for yourself and a donation).

We offer...



We provide a platform for Disabled & Black, Brown, Indigenous, and People of Color artists and their work in our classes and productions.

- We have a committee that reviews scripts prior to season selection with more than half of the members identifying as Disabled and/or Black, Brown, Indigenous and/or People of Color.
- We will offer accessible and accommodating incubation options for new work from Disabled and/or Black, Brown, Indigenous and People of Color artists.
- We solicit feedback on programming decisions from our students, performers, and community members.

We vet all material produced or used as materials in our classes for authenticity and representation.

- We will create a matrix for vetting new and established work.
 - We will find and vet resources to ensure they are authentic representatives of the Disabled and/or Black, Brown, Indigenous, and People of Color communities.
 - When selecting resources from the “canon” which might not be authentic representations, we will consider the full context of that work



Questions



We ask questions to continuously challenge ourselves to do better anti-racism, anti-ableism and anti-oppression work.

Here are just some of the questions we ask when making decisions about materials used in our classroom and on our stages.

PEOPLE

Who is in the room?

What population are we reaching?

How are we partnering with others who might be expert in programming or stories we are interested in telling?

How are we providing opportunities for Disabled and/or Black, Brown, Indigenous, and People of Color artists?

How is the voice of the Disabled and/or Black, Brown, Indigenous, and People of Color artist present from the initiating to final step in every production and/or program?

WHO IS MISSING AND WHY?





ENVIRONMENT

How are we dismantling the white-supremacy structures that exist?

How are we creating an alternative, brave space?

How are we providing a space for people to be their authentic selves?

What language are we using? Is it Racist? Ableist? Homophobic?

Are we actively encouraging the right to failure and the dignity of risk?



MATERIALS & TEXT

Whose stories are we telling?

Are we perpetuating stories about and/or created by white, able bodied people?

Are we utilizing music, images, and text about and/or created by Disabled and/or Black, Brown, Indigenous, and People of Color artists?

Are we appropriating or representing?

Explore the original author, actors, funders, and those benefiting from the work. Is it an authentic representation of the Disabled and/or Black, Brown, Indigenous, and People of Color community?

Determine notions of ableism, racism, sexism in the script. If found, how are they met?



Definitions



Accessibility

Making a thing or a place fully usable for everyone.

At Pink Umbrella we take a multifaceted approach of creating spaces and places that allow people to be their authentic self, emotionally, physically, and cognitively. At Pink Umbrella, accessibility is engrained in the planning of every class and production, and recognized as an on-going, ever-changing practice with a “Yes, and” philosophy. Members and families are encouraged to advocate for their needs.



Inclusion

Creating a radically welcoming space for people who have historically been excluded.

The foundation of Pink Umbrella is radical inclusion. We place our company members, their needs and hopes at the forefront of our work. It is our priority to support and celebrate differences in our program and organizational design.

Definitions



Diversity

Ensuring representation of all identities; including race, culture, disability, gender, and beyond.

We recognize and affirm that identity is unique to each individual and we honor the intersectionality of diversity within all identities. At Pink Umbrella, we ask the question “Who is missing?” From there, we work to build sustained and reciprocal relationships within every community. We share and amplify voices and stories with a spirit of honoring individuals and communities.



Opression

Prejudice and power.

Pink Umbrella actively engages in the self-work that it takes to remove prejudice and implied bias from institutional structures. The structure of our work acknowledges power and works to remove dominance, and instead creates a space where the voice of all is heard and honored.

Definitions

Equity

Ensuring everyone has what they need in order to fully participate in the space, rather than treating everyone the same regardless of need.

We recognize and actively address structural systems that perpetuate white supremacy and ableism in an effort to dismantle these systems. By doing this we hope to create a more equitable company and industry. Pink Umbrella strives to provide the tools necessary for all to feel encouraged, supported, and successful.

EQUALITY VERSUS EQUITY



In the first image, it is assumed that everyone will benefit from the same supports. They are being treated equally.



In the second image, individuals are given different supports to make it possible for them to have equal access to the game. They are being treated equitably.



In the third image, all three can see the game without any supports or accommodations because the cause of the inequity was addressed. The systemic barrier has been removed.

(Froehle and unknown)

Pink Umbrella Theater's Ongoing Commitment

We acknowledge that this work is ongoing. We work to create an environment where all feel welcome, honored and respected. We will continue to educate ourselves, erase our learned biases, check our privilege (when applicable), admit our mistakes and work together to do better. In essence, we will honor, love, support, encourage, value, include, amplify, learn, engage, understand, and bolster each other through our time together under the umbrella.



Resources

Many of our resource materials and links can be found below.

[#weeseeyouwat](#)

Apology resource from [Bianca Laureano](#) (CripCamp Webinar Presenter)

[10 Principles of Disability Justice](#)

[Ableist Language to Avoid](#)

[Dignity of Risk](#)

[Merriam-Webster](#)

[Simmons University Library](#)

[Liz Fosslie](#) Resources

[Evolution of an Accidental Meme](#)

[Talia A Lewis](#)

[dismantlingracism.org](#)

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