

Undermain Theatre Equity, Diversity and Inclusion Plan

Undermain Theatre is committed to and strongly believes that an effective and relevant organization is one that is diverse. This diversity of backgrounds and experiences creates a more robust, relevant and sustainable place in the community. We seek to achieve diversity in our workforce, leadership, creative team, productions and audience.

This commitment was formalized into a Diversity Action Plan with the purpose of building a culture to ensure that diversity is achieved.

Artistic Program

1. Ensure Undermain Theatre Company reaches 50% diversity by adding members of color, ethnicity and gender identity.
2. Ensure non-traditional and color-blind casting in all productions.
3. Ensure at least half of the productions per season are written or adapted by a minority or female playwright.
4. Ensure at least half of the plays in the reading series are written by minority or women playwrights.

Programs

1. Increase percentage of audience attendance for millennials, high school students and senior citizens.
2. Provide post show conversations with cast members, directors, design team or playwrights.
3. Grow ethnic diversity of audience.

Administrative and Production Staff

1. Ensure color blind hiring practices from recruitment to hire.
2. Implement mandatory and uniform hiring procedures that are equitable and inclusive.
3. Develop targeted hiring outreach and recruitment to ensure people of diverse backgrounds become aware of and apply for positions.

Board

1. Seek people of color to serve on the Board, as committed to in the Strategic Plan.
2. Ensure that 50% of the Board is female.

Diversity Plan Accomplishments

Artistic Program

1. The theatre Company currently is 50% diverse and will exceed that number should actors currently being pursued commit to membership.
2. Undermain has produced one or more plays per season written by playwrights of color for the last five seasons. There were also readings of which 50% were written playwrights of color.
3. Last season one play was entirely non-traditional casting. Over the last five seasons productions have utilized actors of color and ethnicity and have involved a wide range of ages.
4. Each season a Hispanic director has directed one production.

Programs

1. Increased attendance for:

Millennials	18% to 25% of attendees, according to production
Seniors	54% increase in 17-18 season
Hispanics	10% - 30% of audience, according to production
Other Ethnicities	up to 20% of audience, according to production
2. Provided reduced ticket rates for students and seniors.
3. Last year saw a 54% increase in discounted tickets for seniors.
4. Provide over 600 discounted tickets to students.
5. Last season saw an 18% increase in discounted tickets sold.
6. Last two years first show audiences shifted to 30% Hispanic/Latino. Twice that of any previous production.
7. Advertised in Russian newsletter with narrative translated to Russian.
8. Translated advertising for Hispanic playwright's play into Spanish on our website.

Administrative and Production Staff

1. Have in place a single point of hiring for administrative staff and a single point of hiring for production staff.
2. Hiring practices are consistent and followed for all applicants.
3. Have hired staff from all age categories. Have two seniors on staff, several transgender production staff, a Hispanic female on administrative staff and a large number of production staff that are of color.

4. Using social media, webpages, universities and online job boards to reach the largest audience of job seekers.

Board

1. Developed an Ad Hoc nominating committee to the Board to seek diverse candidates.
2. Board leadership is 75% female.
3. Females comprise 47% of current board membership.
4. Utilizing local resources for education regarding equity, inclusion and diversity.
- 5, Working with North Texas Business Committee for the Arts and Leadership for the Arts to locate potential candidates for the Board