

ANTI-RACISM & ACCOUNTABILITY ACTION PLAN AT THE **WHOLEHEARTED** ACTOR

AS COMPILED BY CLARE LOPEZ

CULTIVATING BRAVE SPACES THROUGH INCLUSION & BELONGING

Here at **The Wholehearted Actor** I want actors, and community members to feel valued, appreciated, and honored as their whole, authentic selves. I understand that for actors to perform truly brave and innovative work, it is essential that they are embraced, accepted, and advocated for regardless of their gender identity or expression, sexual orientation, religion, ethnicity, age, neurodivergence, disability, citizenship, or any other aspect which makes them unique. I commit to a conscious decision to make frequent, consistent, equitable choices daily. These choices require ongoing self-awareness and self-reflection as we move through life. We commit to combating discriminatory treatments, unfair policies, and biased practices based on race that result in inequitable outcomes for whites over Black, Indigenous, and People of Color and extend considerably beyond prejudice.

ANTI-RACISM STATEMENT

I stand in full opposition to the systematic marginalization of people of color, specifically Black artists.

I understand that as a part of the acting industry, I operate as a cog in that system.

I commit to actively participating in the dismantling of institutionalized racism through disrupting my own biases and committing to on-going training.

I am committed to supporting communities without access to generational wealth both artistically and financially.

I commit to supporting, advocating, and amplifying Black Voices.

I stand for cultivating inclusivity.

I embrace cultural differences as essential perspectives to be valued.

I believe that our work as storytellers demands I hold a safe space for all.

I understand that we are called to call out racism and inequality wherever I find it, including within myself.

I hold space for the Black Community and other marginalized communities of Color.

And I open ourselves to deep listening and receptivity to being called in to make change. I stand with compassion and a willingness to face some uncomfortable truths about my own privilege.

I understand that allyship is a verb, and something that must be committed to daily.

DIVERSITY & INCLUSION GOALS

The WholeHearted Actor Diversity & Inclusion efforts have 3 main goals:

- **DEVELOPING & TRAINING** – to commit to building the skills to work in an inclusive manner with the marginalized communities through professional development and on-going training.
- **BUILDING THE CULTURE** – to build a welcoming space in which all actor's unique characteristics, skills, and experiences are respected, valued, and celebrated. And to create a space that is Consent Forward & Trauma Informed.
- **ADVOCACY** - to support historically marginalized groups through free resources, outreach and financial support.

DIVERSITY STATEMENT:

The WholeHearted Actor is committed to nurturing a diverse community of actors. I believe that a diverse, equitable, and inclusive community is essential to artful and meaningful storytelling - and that this can only be achieved when we make intentional choices to reach out to historically marginalized communities: noted here as **Black, Indigenous, and People of Color (BIPOC) and/or who are Transgender, Non-Binary, or Disabled.**

- I seek to increase our diversity of representation in our classes, coachings, and all other offerings and services here at The WholeHearted Actor.
- I aim to cultivate *specific outreach* and opportunities to historically marginalized communities. Specifically, we aim to support Black, People of Color, Indigenous Actors, as well as Transgendered, Non-Binary, and Disabled Actors.
- I understand that generational wealth and support are more accessible and available to cis/white/binary/able-bodied communities and hope to champion and elevate the members of the Global Majority who are underserved and underrepresented in the Film and TV industry.
- I aim to combat disparities these marginalized communities face by providing affordable educational and practical tools through the awarding of financial scholarships.
- I hope that by financially supporting these communities, actors will be able to be able to see themselves reflected and represented in their classroom environments. In this way, we hope to cultivate spaces that are not only diverse and equitable, but also forge community to fellow members of their own communities and avoid tokenism.

PRACTICES ON DIVERSITY & INCLUSION

THE STANDARD

We make the following commitments to all participants who work with us:

- When invited to teach, coach, or collaborate, prospective participants have the right to make inquiries about how their cultural personhood will be used within The Studio. Inquiries will receive a thoughtful response and will remain confidential.
- Sometimes a potential participant discovers in the course of applying that they are uncomfortable with elements as they relate to their personhood. Potential participants have the right to decline offers without fear of reprisal such as losing future opportunities. It is not the participant's responsibility to explain why they chose to decline an offer.
- Whenever possible, diversity and inclusion should be considered in outreach in course offerings. In particular, we aim to hire coaches, instructors, and assign scripts that can speak to that cultural experience.
- During a class, coaching session or audition taping, participants should voice concern if they feel uncomfortable with the use of their cultural personhood, which may include:
 - Staging & Scripted text (culturally based violence or abuse, for example), which was not disclosed or consented to at the time of enrollment.
 - Accents or dialects or that underscore a cultural representation not disclosed at the time of auditions/casting;
 - Make-up that can reasonably be described as "black face," "brown face," or similar portrayal.
 - Implied or explicitly stereotyped tropes or experiences of racial trauma
- When coaching scenes of cultural violence, or other culturally charged narratives and language, we will follow the same practice of consent building outlined in the **Sensitive Content** standard in *The Chicago Theatre Standards* document. Disclosure of this type of content will be made before scene assignments are given, and the emotional risk associated will be recognized throughout the process.
- Actors will always maintain the right to decline a scene assignment based off of any conflict that occurs with regards to their race or identity & will receive an alternate option without penalty.
- We seek to address concerns with generosity and humility through the channels of the Concern Resolution Path as outlined in this document.

EXPLORE IT FURTHER

- The owner will seek opportunities to intern, mentor, include, and professionally engage participants of color in the organization.

ACCOUNTABILITY ACTION PLAN

COMMUNITY PRACTICES:

- **The WholeHearted Actor** commits to offering a minimum of **20 hours of free or pay-what-you-can classes/ workshops per year** to help support accessible training for the greater acting community
- **The WholeHearted Actor** commits to donating at least **5 hours of free training** and support through facebook lives, zoom calls, and in-person workshops dedicated to affinity groups.
- **The WholeHearted Actor** commits to offering 20% discounts to affinity groups including but not limited to (Black, Indigenous, People Of Color, Transgendered, Non-Binary and Disabled actors)
- **The WholeHearted Actor** commits to donating **Free Consultations before requiring any financial commitment** from actors seeking training.
- **The WholeHearted Actor** commits to creating **5 free resource guides** to be shared and updated for free to the public.

STUDIO PRACTICES:

- **The WholeHearted Actor** agrees to include disclosures for **Sensitive Content** to all staff and students working with said material.

INSTITUTIONAL PRACTICES:

- **The WholeHearted Actor** commits to investing in a minimum of **10 professional development training hours** required for: Cultural Competency, Informed Consent, Anti-Racism Practices, Trauma Informed Practices, Chicago Theatre Standards, Accessibility, Inclusive Spaces for Queer Actors, and others.
- **The WholeHearted Actor** commits to on-going training in the above areas.
- **The WholeHearted Actor** commits to consulting with the **Joy Jackson Initiative & Central Florida Entertainment Advocacy and/or Black Theatre Girl Magic** to hold an external assessment of practices at the studio to evaluate accessibility, training, and anti-racism practices at the studio (annually/ or every 3 years)
- **The WholeHearted Actor** commits to consulting with a Cultural Coordinator on these Anti-Racism steps, to assure all steps are actively supportive of historically marginalized groups.
- **The WholeHearted Actor** commits to the adoption of **Chicago Theatre Standards** company-wide.
- **The WholeHearted Actor** commits to implementing **Trauma Informed** programming, and maintaining **on-going consent** with all staff, actors and students. This includes disclosing **Sensitive Content**, offering **Content Warnings** for scripts, and supporting individuals in conflict resolution when boundaries have been crossed using the **Conflict Resolution Plan**.
- **The WholeHearted Actor** commits to not knowingly assigning non-bipoc performers to tell exclusively BIPOC stories, in scripted content, or audition material.

- The WholeHearted Actor commits to advocating for actors drawing boundaries over races and ethics they cannot authentically play to their agents and casting directors.
- Including closed captions on all recorded video content.
- I promise to publicly share this accountability plan on our website and on social media so that these promises are made available to the community and I can be held accountable. This current **Anti-Racism & Accountability Action Plan** has been launched as of **Spring 2024**.

PROFESSIONAL DEVELOPMENT

- Cultural Bias & Anti-racism
- Consent Training
- Trauma Informed teaching & Coaching practices
- Chicago Theatre Standards
- Intimacy Coordinator & Director Training
- Accessibility and working with actors with Cognitive & Physical Disabilities
- Accessibility & creating inclusive spaces for actors who are Queer (LGBTQIA+)

CENTRAL FLORIDA ENTERTAINMENT ADVOCACY PLEDGE

I pledge to be held publicly accountable in making Central Florida's arts and entertainment industry an anti-racist, equitable community. I pledge to continue to show up in the coming months and years to learn about my role as an ally. I will actively create space for the community to continue to hold me accountable if and when I am not doing my part to stand up against structural racism. I will listen in order to understand, not to defend or deflect.

I recognize that the work will require a long-term commitment to identifying and addressing racism, making necessary policy changes, building equitable and inclusive workplaces, and remaining accountable.

I pledge to insist that spaces where I lend my creative talent must actively pursue the work of anti-racism.

I pledge to lean into difficult conversations with individuals and institutions in the industry who have not made these commitments or who are failing to live up to them.

I pledge to examine and dismantle my own learned racism. I will sit in the discomfort this brings, and will not let my discomfort render me silent or derail the necessary work.

I pledge to use my social, cultural, and financial capital to amplify institutions and productions led by people of color, and to call out those that do not involve this leadership.

Signing this pledge does not take me off the hook. I am making a public, long-term commitment to these practices. Hold me accountable.

TOOLS & RESOURCES

- [ARTEQUITY](#)
- [WE SEE YOU WHITE AMERICAN THEATRE](#)
- [ACADEMY OF MOTION PICTURE ARTS AND SCIENCES REPRESENTATION AND INCLUSION STANDARDS](#)
- [HUE YOU KNOW](#)
- [HANDY FOUNDATION](#)
- [GROUP EFFORT INITIATIVE \(GEI\)](#)
- [AMERICAN THEATRE'S LIBRARY OF EDI ARTICLES.](#)
- [CHANGE THE LENS](#)
- [JOY JACKSON GLOSSARY](#)
- [BLACK THEATRE GIRL MAGIC](#)
- [CENTRAL FLORIDA ENTERTAINMENT ADVOCACY](#)
- [CFEA ALLYSHIP RESOURCE](#)
- [DEI EFFORTS RESOURCE](#)
- [ANTI-RACIST AND ANTI-OPPRESSIVE FUTURES FOR THEATRE FOR YOUNG AUDIENCES](#)
- [PHRASES WE SHOULD WORK TO ELIMINATE IN THE REHEARSAL ROOM](#)

IDENTITY SPECIFIC RESOURCES:

- [THE NATIONAL ASSOCIATION OF LATINO INDEPENDENT PRODUCERS \(NALIP\)](#)
- [FIRELIGHT MEDIA](#)
- [COALITION OF ASIAN PACIFICS IN ENTERTAINMENT \(CAPE\)](#)
- [ILLUMINATIVE](#)
- [BLACK HOUSE](#)
- [NOSOTROS](#)

PLEASE NOTE: *These resources were developed with deep gratitude by the support and expertise of the Joy Jackson Initiative, Central Florida Entertainment Advocacy, Black Theatre Girl Magic, American Theatre, Momentum Stage, and We See You White American Theatre. While I am eager to kick off this essential work, I recognize that this is a living document that will continue to grow, adapt, change, and shift as our industry does. I also acknowledge that while I might not always get it right, I can only do better when I know better. As such, I am committed to our on-going education, and want to send deepest thanks to individuals and organizations to bravely continue to educate us, remind, correct and encourage me to do better.*