Theatre Diversity, Equity, Inclusion and Belonging Plan

We See You. We Hear You. We Stand with You.

We See You. We recognize the importance of policies and practices to amplify equity, diversity, inclusion and belonging in Columbus State University's Department of Theatre. All students in an educational setting should feel safe, seen and validated.

We Hear You. We firmly believe in diversity and the basic human right to justice as a means of ensuring equal opportunity for all. The learning environment should reflect—through appropriate representation and relevant policies—the multicultural society in which we live, learn and perform. We encourage students to use their voices to promote equality.

We Stand with You. Our goal is to create a supportive environment that responds to evolving needs on our campus, in our community and in our industry. We are committed to infusing the principles of diversity, equity, inclusion and belonging into every aspect of the department.

INCLUSION
Thoughts, ideas and perspectives of all individuals matter

Over saturation of similarity, homogeneous culture, and simplified points of view

The dominant group or ideology is deferred to for decision making, opportunities and promotions

BELONGING
An org. that engages full potential of the individual, where innovation thrives, and views, beliefs and values are integrated

EQUITY
Constantly and consistently recognizing and redistributing power

DIVERSITY
Multiple identities represented in an organization

Culture assimilation results in disengagement and low retention

Source: Krys Burnette, "Belonging: A Conversation about Equity, Diversity and Inclusion," Jan. 21, 2019

Description of Belonging: A Conversation about Equity, Diversity, and Inclusion infographic above

Belonging

An org that engages full potential of the individual, where innovation thrives, and views, beliefs, and values are integrated.

Inclusion

Thoughts, ideas and perspectives of all individuals matter

Inclusion + Diversity

The dominant group or ideology is deferred to for decision making, opportunities and promotions

Diversity

Multiple identities represented in an organization

Diversity + Equity

Culture assimilation results in disengagement and low retention

Equity

Constantly and consistently recognizing and redistributing power

Equity + Inclusion

Over saturation of similarity, homogeneous culture, and simplified points of view