

CITADEL THEATRE: Declared Actions Regarding Anti-Oppression and Inclusion

Canadian Theatre Agreement, Article 10 Updated: August 5, 2021

We wish to acknowledge that the land on which we live and work is Treaty No. 6 territory and a traditional meeting ground and home of the First Nations, including both the treaty signatories – Cree, Saulteaux, Nakota Sioux, Stony and Cree-Iroquois – as well as other Indigenous peoples, such as the Blackfoot and Métis, who occupied this land. We extend our appreciation for the opportunity to live, create and perform on this territory.

In the spirit of a shared commitment to sectoral change, and to foster the development of safe, respectful, and responsible work environments in the performing arts, Citadel Theatre is building anti-racism, inclusion and anti-oppression into the heart of all our policies, practices and programming. We recognize that this work will never be finished. Please let us know if you have any questions about this document, or our ongoing work this focus is at the heart of all of Citadel Theatre's interactions with all stakeholders.



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WHAT WE BELIEVE

The Citadel Theatre is in the heart of amiskwaciwâskahikan ᐱᑭᑦᑭᑦᑭᑦᑭᑦ (Edmonton, AB), and we are proud to call Treaty 6 territory home. As a regional theatre, it is integral that we ensure that the stories we tell, as well as the composition of our artists, board, staff, students and audience are reflective of the diverse lived experiences in this dynamic city.

We commit to dismantling the systems of oppression that our organization has benefited from. We acknowledge our privilege as one of the largest arts organizations in Alberta, and one of the largest regional theatres in Canada; it is our responsibility to enshrine this commitment at the heart of our company. We pledge to be held accountable to this ongoing work with transparency and in dialogue with our community.

We believe this work requires immediate and ongoing action and constant reflection. We are building an anti-racism and anti-oppression intersectional framework through training, paid consultation, internal analysis, the building of an Equity, Diversity & Inclusion Committee, a commitment to Edmonton's 35//50 Initiative and significant policy change and accountability through the entire organization.

We are proud to be part of our city's vibrant theatre community and commit to working together with our colleagues to exchange knowledge and ensure lasting systemic change at the Citadel and throughout the arts community. We welcome and celebrate all voices, all bodies, and all experiences.

This is a living statement crafted by Citadel Theatre's Equity, Diversity & Inclusion Committee with support by staff and the Board. It was last updated on May 26, 2021.

CITADEL THEATRE - ORGANIZATIONAL ACTIONS (as of August 5, 2021)

Governance of Organization:

- *Sept 2016:* The Citadel sees a shift in artistic and executive leadership. Diversity, accessibility and equity increases within the organization.
- *Feb 2017:* Christine Sokaymoh Frederick becomes first Indigenous Associate Artist at the Citadel.
- *May 2020:* The Citadel formally pledges to incorporate anti-racist practices into everyday operations.
- *Sept 2020:* The Citadel adopts the [35//50 Initiative to our mandate](#), aiming to have our organization be comprised of a minimum 35% BIPOC and 50% women and non-binary people by 2024 - 2025 season.
- *Fall 2020:* Board takes steps to meet 35//50 commitment on board composition, meets target by Fall 2021.
- *Feb 2021:* Board creates a new “Culture & Community” committee – meeting monthly on EDI initiatives.
- *July 2021:* The Board posts open call for new Members, the first public call in the Citadel’s history.

Education of Citadel Board, Staff and Team Members:

- *Feb 2021:* The Citadel begins regular bi-weekly EDI Resource Share to staff.
- *June 2021:* Fifty members of Citadel Theatre’s staff, production teams, Board and EDI Committee undertake the first annual Anti-Racism Training with Norquest College’s Colbourne Institute for Inclusive Leadership. Additional training for more staff to take place in Fall 2021.

Organizational Change:

- *June 2020:* Citadel Theatre hires 3 diverse artists: Helen Belay, Tai Amy Grauman, and Mieko Ouchi as Associate Artists. With their input, organizational data collection begins. Associates meet with senior management in all departments to gain greater understanding of current systems: conversations begin around where change can happen. They create new initiatives focussing on increased representation by marginalized artists including the [RBC Horizon Emerging Artist Mentorship Program](#), [Horizon Lab: Where Are Your Stories?](#) and the Horizon Series LIVE!
- *Aug 2020:* During *Horizon Lab: Where Are Your Stories?* patrons donate to a newly created BIPOC Fund, which the Citadel’s BIPOC artists & team members can access to further artistic, production or administrative skills.
- *April 2021:* The Citadel’s Equity, Diversity, and Inclusion (EDI) Committee is created, composed of 15 members including Board Directors, senior leadership, multi-departmental staff as well as community members with representation of 50%+ BIPOC/people with disabilities. The Committee meets monthly.
- *May 2021:* The Citadel’s Anti-Racism Statement - “What We Believe” - is built.
- *June 2021:* The EDI Committee builds a formal framework to support the BIPOC Fund.
- *August 2021:* The Citadel releases first Article 10, “Declared Actions Regarding Anti-Oppression and Inclusion”.

Programming:

- *Aug 2020:* *Horizon Lab: Where Are Your Stories?* is produced, featuring 4 teams of BIPOC artists and artists with disabilities performing short original pieces on the Shoctor Stage.
- *Fall 2020 to Fall 2021:* Horizon Series LIVE! Begins, with three mainstage productions by diverse playwrights & adaptors: *A Brimful of Asha*, a Métis adaptation *Mary’s Wedding*, and *Heaven*.
- *Sept 2020:* The Citadel commits to have two main stage productions per year by BIPOC or Disabled playwrights and for casting and artistic teams over each season reflect our 35//50 commitment.

Production:

- *Oct 2020:* RBC Horizon Emerging Artist Mentorship Program begins, to support 4 BIPOC artists in underrepresented areas in the 2020-2021 Season by diverse professional mentors.

- *Feb 2021:* Citadel Theatre Stage Managers attend the *Practicing Equity: Anti-racist Stage Management* professional development session with Narda E. Alcorn.
- *July 2021:* The Citadel commits to cultural consultants on productions where culture & identity are centred.

Hiring:

- *Summer 2021:* Citadel Theatre re-evaluates hiring and selection processes.
- New hiring in 2020-2021 has created more diversity in permanent staff positions, including in management and decision-making roles.
- Plans are created to have multiple people at interviews and auditions to ensure a variety of perspectives and to mitigate bias.
- The Foote Theatre School commits to meeting or exceeding the 35//50 commitment by 2022 in all faculty, directors and artists teaching or working on showcase productions.
- The Citadel commits to hiring diverse professional artists of different lived experiences to lead Industry Sessions, Outreach Events, Dramaturgy Lab Sessions and to work as mentors for RBC Emerging Artists.

Accessibility:

- *Jan 2018:* The Citadel begins incorporating ASL in public and industry events, online and in-person.
- *Fall 2018:* The Citadel joins the [YEG Performing Arts Accessibility Ad Hoc Group](#). Citadel Theatre staff members serve as administrators for the group Fall 2018 - Spring 2021, supporting grant writing and research phases on [audience accessibility](#) and [creating inclusive pathways to professional theatre](#).
- *Feb 2019:* The Citadel hosts Deaf Culture Training with Brenda Hillcox for all staff.
- *Mar 2019:* The Citadel hosts ASL training with Brenda Hillcox for front-facing staff and contractors.
- *Mar - May 2019:* Citadel produces an ASL/spoken English adaptation of *The Tempest*, featuring a mix of Deaf and hearing artists. We host our first tactile lobby tour, with costume, set and prop replicas.
- *Summer 2019:* The Citadel undertakes 2 separate accessibility audits of the facility.
- *Oct 2019:* We host Disability Awareness & Sensitivity Training with Alison Neumann and Roxanne Ulanicki.
- *Dec 2019:* We renovate Shoctor backstage to increase accessibility. One dressing room (with 2 washrooms, including showers) and two hallway washrooms are renovated to accommodate Disabled theatre artists.
- *Jan 2020:* The Citadel launches pilot program to increase accessible seating options in Shoctor Theatre. A permanent renovation to the seating area is in planning stages.
- *Jan 2020:* The Citadel is awarded a grant for audio description gear on behalf of Edmonton theatre community.
- *Aug 2020:* The Citadel installs a T-Coil Hearing Loop in the Shoctor Theatre.
- *Dec 2020:* The Citadel mandates closed captioning on all video collateral released by the organization.
- *Spring-Summer 2021:* Citadel provides ASL Interpretation on all sessions of our 2021 Dramaturgy Lab.
- *Summer 2021:* Staff begins work on a renovation plan to add accessibility upgrades to deficient spaces.
- *Winter 2021:* A new universal accessible washroom is being added to the Main Floor Box Office Concourse.

Accountability - Evaluation of Progress and Communication with the Wider Community:

- *Sept 2020:* The Citadel releases our [2020 Inclusivity and Diversity Report](#), a comprehensive statistical look at Citadel staff, artists and boards over the past 10+ years including planned actions moving forward.
- *Oct 2020:* The Citadel hosts an online [Community Forum](#) to discuss and to receive feedback from the public.
- *Feb - July 2021:* In collaboration with an Inclusive Practices Consultant and the EDI Committee, The Citadel creates and circulates a Reporting Survey to gather demographic data about all staff and theatre workers we engage with.
- *Sept 2021:* The Citadel will release our 2021 Inclusivity and Diversity Report, with findings from our 2020-2021 Season and an update on the work done over the last season to ensure equity within the organization.