

THE CITADEL THEATRE

EQUITY, DIVERSITY & INCLUSIVITY REPORT

JULY 1, 2023 - JUNE 30, 2024

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WELCOME

LAND ACKNOWLEDGEMENT

We wish to acknowledge that the land on which we gather 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 occupy this land. We extend our appreciation for the opportunity to live, create and perform on this territory.

Nikistêyhtamâkânân oma askîwihtâwin ita kâ mâwasakôyâhk Nikotwâsik Kâ akihtêk omâmawôpayônôwâw Nistam Îyinôwak, nânapo ôkih tipahamawâkan tahkikwanênkêwak-Nêhîyawak, Nahkawînôwak, Opwâsîmowak, Asinî Pwâtak êkwah Nêhîyaw Paskosikanak-êkwah kotakak Îyinôwak, tâpiskôc Kaskitêwayasitak êkwah Âpihtwâyak, kâkîh kikîwîhkêcik otah. Nitâniskê nanâskôtênân tawâw ôtah êh ayâyâhk tita wîci pimâtisîhtamâhk, tita osîhcikêyâhk êkwah tita nôkohtihwêyâhk otah askîwihtâwinihk.

WHAT WE BELIEVE

The Citadel Theatre is in the heart of amiskwaciwâskahikan ᓱᓄᓄᓄᓄᓄᓄᓄᓄᓄᓄᓄᓄᓄ (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 communities and all stakeholders.

We believe this work requires immediate and ongoing action and constant reflection. We will continue to build an anti-racism and anti-oppression intersectional framework through training, paid consultation, internal analysis, the engagement of an Equity, Diversity & Inclusion Committee, a commitment to Edmonton's 35//50 Initiative and significant policy changes and accountability throughout 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 that was crafted by Citadel Theatre's Equity, Diversity & Inclusion Committee. If you have any questions, please contact EDICCommittee@citadeltheatre.com.

CONTEXT

WHAT IS THIS REPORT?

The Citadel Theatre aims to have an accurate understanding of who works with us. This data not only helps promote equity and diversity, but also helps ensure authentic inclusivity and representation amongst our staff and artists. We endeavour to ensure our practices, processes and policies reflect the needs of our community.

Annually, the Citadel Theatre gathers simple demographic information from staff, crew, artists, instructors, Board Members, artistic outreach participants and Young Company students to better understand our organization and releases it in an annual report with reflections on how we are meeting or not meeting our commitments. As a not-for-profit theatre, we also use this data to stay accountable to the public, our artistic community, our funders, and to our commitments to change within our sector like the 35//50 Initiative.

DATES OF ACTIVITY FOR THIS REPORT

The date ranges for each report align with our fiscal year: July 1 - June 30. This report covers one fiscal year: July 1, 2023 - June 30, 2024.

HISTORY OF REPORTS

The Citadel Theatre's 2024 Inclusivity and Diversity Report builds on reports from past seasons, and it is highly recommended that readers refer to our [previous reports](#) for context.

SURVEY

The Citadel Theatre's annual survey is a tool that is adjusted before each collection period. In an effort to accurately capture data, we engaged with an Inclusive Practices Consultant in 2021 to create a survey that would be administered yearly to our staff, crew, artists, instructors, Board Members, artistic outreach participants and Young Company students that have worked with us over a previous season (July 1 through June 30). The Citadel Theatre's Equity, Diversity, and Inclusivity Committee and members of the community collaborated on the crafting and review of the most recent survey to ensure an intersectional lens through a variety of lived experiences.

35//50 INITIATIVE

In September 2020, with the release of our initial data report, the Citadel adopted the [35//50 Initiative](#) to our mandate, aiming to have our organization be comprised of a minimum 35% Black, Indigenous and People of Colour (BIPOC) and 50% women or non-binary people by 2024/25 season. This process was originally created to help us reflect on this commitment.

FEEDBACK

Questions about this report or process can be sent directly to:

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SEASON ACTIVITIES

2023/24 SEASON

After a difficult 2022/23 Season of lower attendance numbers, the 2023/24 Season was focused on encouraging audiences to return to the Citadel to experience the thrill of live theatre once again. The season included much-loved musicals like *The Sound of Music* and *Little Shop of Horrors*. We were also thrilled to partner with Mirvish Productions to present the Canadian production of *SIX: The Musical*. This was *SIX*'s return to Edmonton, and it kicked off our season with a bang. Audiences loved the production.

Made in Italy by Edmonton's Farren Timoteo returned to the Citadel as a mainstage production in our 630-seat Shoctor Theatre. Farren's production last played at the Citadel in The Rice Theatre, our 150-seat cabaret space. It was incredible to see this fantastic work by a local artist celebrated on our large stage. Similarly, local director, Pat Darbasie, had recently directed an intimate production of *The Mountaintop*, and we invited her to reimagine the production on our 704-seat Maclab stage, with great success.

Andrea Menard's Metis Cabaret, *Rubaboo*, was a hit with audiences and won multiple Sterling Awards. The season also included the classic comedy, *The Importance of Being Earnest*, an exciting new adaptation of *The Three Musketeers*, and the return of Edmonton playwright David van Belle's adaptation of *A Christmas Carol*.

Our very popular House Series (in the Rice Theatre) included four cabarets: *Almost a Full Moon: With Hawksley Workman and Friends*; *She Loves You: The Music of The Beatles*; *Motown Get Down*, and *Hits of Broadway: Celebrating Motherhood*.

Citadel productions also made a splash nationally. Our production of *Prison Dancer* (a new musical developed at the Citadel) was presented at the National Arts Centre in November 2023.

PROGRAMMING COMMITMENT

OUR 2023/24 SEASON FEATURED NINE PRODUCTIONS:

SIX: The Musical
The Importance of Being Earnest
Little Shop of Horrors
A Christmas Carol
Made in Italy
Rubaboo
The Sound of Music
The Mountaintop
The Three Musketeers

- 23% of the 2023/24 scripts were written or adapted by BIPOC playwrights.
- 45% of the 2023/24 scripts were written, co-written or adapted by women or non-binary playwrights.

2023/24 SURVEY

SHIFT IN DATA REPORTING

In 2020, the Citadel Theatre committed to annually reporting on our organization and those that we engage with, to help us increase access and better provide support to ensure authentic inclusivity and representation amongst our staff and artists, and to ensure our practices, processes and policies reflect the needs of our community. As a not-for-profit theatre, we also use this data to stay accountable to the public, our artistic community, our funders, and to our commitments to ongoing change within our sector.

We worked with our EDI Committee and Board of Directors to craft a new survey experience in 2023 for a report that would only be building on self-reported data and no anecdotal collection methods. With this shift in priority, we recognized that our report data would truly rest with our community and those that choose to actively participate.

The survey used to create this report had 205 responses to 588 invitations that went out, July 12 2024 to August 4, 2024, to workers, artists, instructors, Board Members, and other individuals we engage with under Artistic Outreach and Young Company programs.

The Citadel Theatre will report on the survey as a single pool, combining all individuals into a chart for each question asked in the survey for our 2023/24 Season.

We recognize that we will not be able to use this annual survey as an accurate report on our 35//50 Commitments, due to continuing low response rates. We will continue to offer the survey to ensure our practices, processes and policies consider the needs of those that do choose to respond.

SURVEY RESULTS

WHAT IS YOUR GENDER?



This question received 205 responses out of 588 invitations to participate. "Did Not Respond" includes individuals who either did not complete the survey or selected "Prefer Not to Answer" as their response. The responses were collected in multiple choice form ("select all that apply"): Non-Binary, Man, Woman, Prefer Not to Say, Self-Described. Beyond the Binary includes any gender identity selected in addition to, or outside of the binary options of man and woman. Where applicable, individuals that Self-Describe are included/ summarized in the chart as Beyond the Binary for data reporting purposes and protection of anonymity.

WHAT IS YOUR AGE?



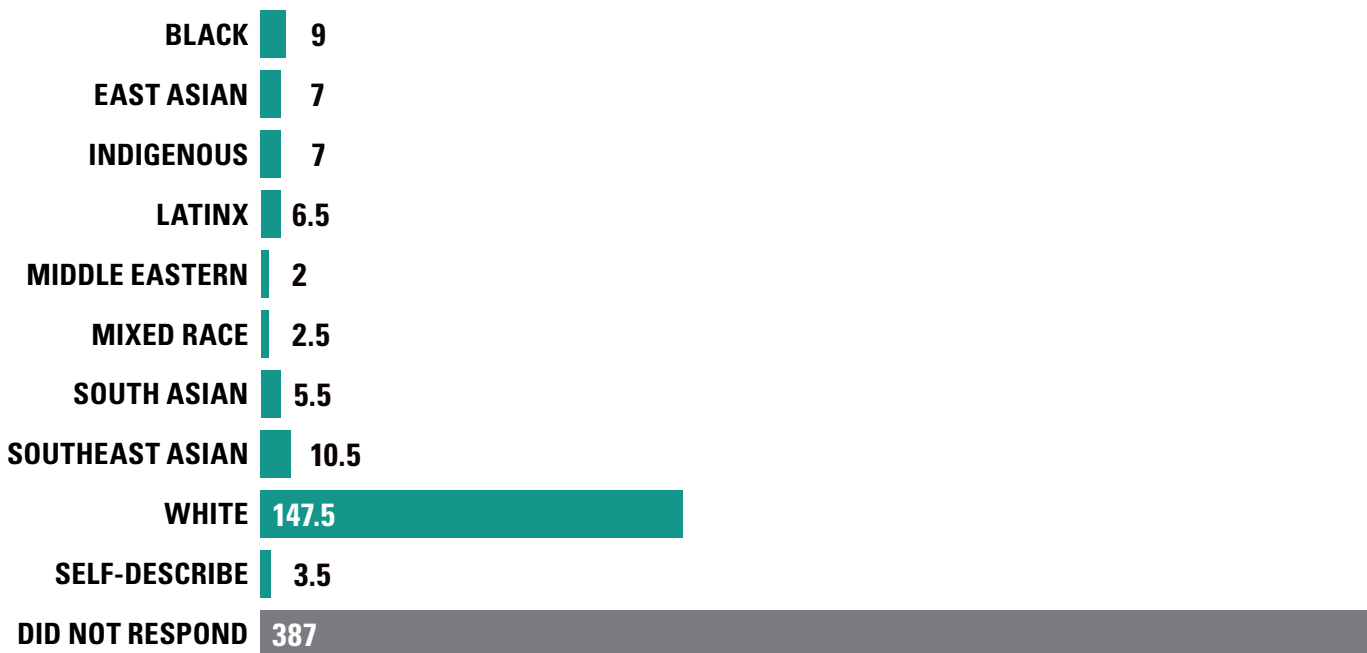
This question received 205 responses out of 588 invitations to participate. "Did Not Respond" includes individuals who either did not complete the survey or selected "Prefer Not to Answer" as their response.

DO YOU IDENTIFY AS A MEMBER OF THE LGBTQIA2S+ COMMUNITY?



This question received 205 responses out of 588 invitations to participate. "Did Not Respond" includes individuals who either did not complete the survey or selected "Prefer Not to Answer" as their response.

WHAT IS YOUR RACIAL IDENTITY?



This question received 205 responses out of 588 invitations to participate. “Did Not Respond” includes individuals who either did not complete the survey or selected “Prefer Not to Answer” as their response. This data is based on individual respondents’ selections from the list of options (“Please check all that apply”) and/or choice to self-describe. Options included:

- Black (African, Afro-Caribbean, African-Canadian descent)
- East Asian (Chinese, Korean, Japanese, Taiwanese descent)
- Indigenous (First Nations, Inuk/Inuit, Métis)
- Latinx (Latin American, Hispanic descent)
- Middle Eastern (Arab, Persian, West Asian descent, e.g. Afghan, Egyptian, Iranian, etc.)
- Mixed Race
- South Asian (South Asian descent, e.g. East Indian, Pakistani, Sri Lankan, Indo-Caribbean, etc.)
- Southeast Asian (Filipino, Vietnamese, Cambodian, Thai, other Southeast Asian descent)
- White (European descent)
- Self-Describe

Where applicable, individuals that Self-Described are included/summarized in the chart above for data reporting purposes and protection of anonymity.

DO YOU IDENTIFY AS DISABLED OR NON-DISABLED?



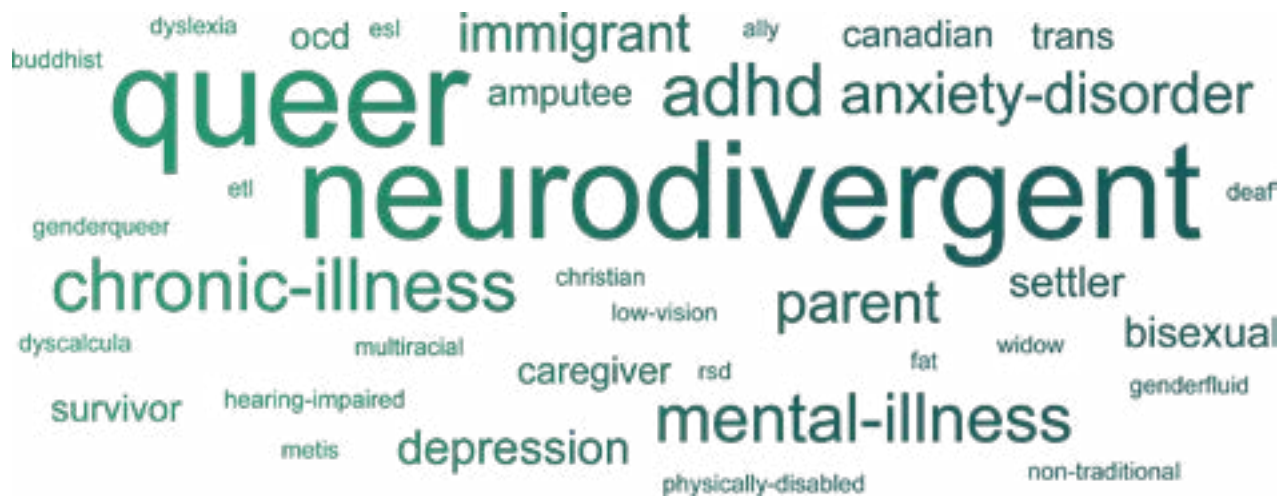
This question received 205 responses out of 588 invitations to participate. “Did Not Respond” includes individuals who either did not complete the survey or selected “Prefer Not to Answer” as their response.

NOTE ON LANGUAGE:

While person-first language (people with disabilities) is commonly used in Canada, throughout this report we use language that reflects the social model of disability. This reflects our commitment to removing barriers to d/Deaf and disabled people’s involvement with Citadel Theatre. The social model of disability understands disability as created by inaccessible architecture, policies and attitudes that exclude disabled people from full participation in society.

The EDI Committee chose to word the question like this to specifically gauge what percentage of individuals at Citadel Theatre self-identified as Disabled. We chose specifically to not include d/Deaf identity in this question and provided a later question to ensure d/Deaf individuals could include their experiences.

ARE THERE ANY TERMS THAT YOU USE TO DEFINE YOURSELF THAT YOU WOULD LIKE TO SHARE?



As part of our Data Survey, the Citadel Theatre offered individuals a chance to share other words they use to describe their lived experiences. This space allowed us to capture identities that may not be reflected in the data for earlier questions. Above is an anonymous “word cloud” of self-identities of respondents, so that we can show our community the incredibly unique team we have making and sharing art within our building.

SUCCESES & CHALLENGES

The Citadel Theatre values accountability and is dedicated to continually reflecting on our collective efforts as a team and a community, while moving forward with commitment and action.

SUCCESES

- The RBC Emerging Artist Program was a success again this year. We were able to provide mentorship opportunities for four artists from under-represented communities including BIPOC, D/disabled and Mad theatre artists.
- The BIPOC Fund supported three different projects in the 2023/24 Season. We were able to hire an Associate Lighting Designer for our production of *Made in Italy*; we worked with a cultural collaborator on our Enrichment Guide for *Rubaboo*; and we were very fortunate to collaborate with a local artist and academic to create an informational lobby display for patrons at our production of *The Mountaintop*.
- *A Christmas Carol* has always been such an important part of the Citadel's programming. We welcomed back Elias Martin in his second year as "Tim Cratchit" and welcomed Emmy Richardson in her first year as "Tim." We continue to be committed to hiring young performers with lived experience with disability and/or chronic illness in this role.
- The Citadel completed an overhaul on the accessibility section of the website to increase awareness of our facility for safe and independent building use. This includes new wayfinding pathway videos, a 3D building tour, new venue photographs, seat measurements, maps, and more.
- The Citadel Theatre hosted our first ever Relaxed Performance during *The Sound of Music*, hosting 446 guests for a matinee performance.

CHALLENGES

- The data collection process remains an ongoing challenge. Our survey response rate continues to be below fifty percent, which has hindered our ability to provide accurate reporting. Moving forward, we need to reflect on how we can uphold our commitment to reporting annually to the community with the most accurate data possible. Additionally, we will consider how to enhance our data collection methods to encourage higher participation rates.

THANK YOU

The Citadel Theatre thanks you for your time in reading this report. We share our gratitude with the community members that provided their feedback, to our staff and associate artists for their efforts in preparing this report, and to our Board of Directors for their support of this work. We commit to releasing a yearly update of this document and will post the report [here](#) each year.