

# SOTAD ANTI-RACISM/ RACE EQUITY ACTION PLAN ANNUAL REPORT AUGUST 2025



## \* HISTORY OF SOTAD ANTI-RACISM/RACE EQUITY ACTION PLAN:

The SOTAD Anti-Racism Plan was created during the 2021-2022 school year with the guidance of consultant, Joshua Rahon Streeter ('06, B.A. Theatre; MFA; Theatre DEI Consultant). The living document was approved by SOTAD faculty in May 2022 and shared with the entire SOTAD community in October 2022.

## \* SOTAD ANTI- RACISM VALUE STATEMENT:

Millikin University's School of Theatre and Dance (SOTAD) is committed to becoming actively anti-racist. We understand that this will require learning, unlearning, and discomfort. SOTAD will center Black, Indigenous, and People of Color (BIPOC)/Global Majority (GM), while also decentering whiteness to re-imagining structures and systems that have long existed in the fine and performing arts and within institutions of higher education.

## \* IMPORTANT LINKS:

[SOTAD Anti-Racism/Race Equity Plan](#)

## \* 2024-2025 COMMITTEE MEMBERS:

Nick Dalton, Paul Jannise, Victoria Scrimmer

## \* THOUGHTS TO SHARE?

The SOTAD Anti-Racism/Race Equity Action Plan and accompanying Tracking Document are living files that are constantly being edited and adjusted. If you have ideas or comments you would like to share with the Committee, please email [theatredance@millikin.edu](mailto:theatredance@millikin.edu) and include "Anti-Racism Plan Feedback" in the subject line.

# SOTAD ANTI-RACISM/ RACE EQUITY PLAN



## GOAL #9

The Anti-Racism Value Statement will be signed annually by all SOTAD students, faculty, student organizations, and guest artists, starting in August 2024.

## GOAL #10

SOTAD faculty will compile a list and research potential summer partnerships for our BIPOC/GM students.

## GOAL #12

The Anti-Racism Committee will research and promote local, BIPOC/GM-owned businesses, in hopes of creating partnerships in the future.

## GOAL #15

SOTAD will produce a staged reading of A Raisin In the Sun in Fall 2024.

## GOAL #16

The overall percentage of material used/taught in SOTAD classes, that is written by or telling the stories of BIPOC/GM people, will increase by 8% over the 2024- 2025 school year.

## GOAL #18

The feedback tool will be edited according to notes from Spring 2024 and fully implemented during the 2024-2025 school year.

## GOAL #19

At least two SOTAD mainstage productions will have educational discussion opportunities accessible to both Millikin and Decatur communities.

## GOAL #20

SOTAD will make at least two mainstage productions accessible to area students (specific schools, appropriate ages, and partnerships to be determined).

# SOTAD Anti-Racism/ Race Equity Plan

 2024-2025  
PROGRESS 

## GOAL #1

Sandra Brown served as director for a staged reading of *A Raisin in the Sun* in December 2024. Dee Eti-Williams was brought in as guest sound designer for *Zombie Prom* and *Clybourne Park*.

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## GOAL #4

The committee facilitated the annual book club. Faculty read and discussed Ibram X. Kendi's *How to be an Antiracist* and subsequently completed an annual antiracism self-inventory.

## GOAL #9

The Anti-Racism Value Statement was signed by SOTAD students and faculty.

## GOAL #10

SOTAD faculty researched and compiled a library of resources for BIPOC/GM students, including a list of 60 potential internships, grants, and scholarships for our BIPOC/GM students.

## GOAL # 12

The Anti-Racism Committee gave a presentation to the Black Chamber of Commerce to establish future partnerships and surveyed members, inviting feedback on how the university might help promote their businesses.

## GOAL # 12

As part of our partnership with Illinois Humanities, we were able to share financial support with Black owned and operated enterprises, including sponsoring scholarships for RapU.

## GOAL #16

The committee updated the culturally responsive teaching tracker to include designers, directors, actors, and cultural performances.

## GOAL #16

The overall percentage of material taught in SOTAD classes written by or telling the stories of BIPOC/GM people, increased by 11%, not including newly updated categories.

## GOAL #19

*A Raisin in the Sun* and *Clybourne Park* featured educational discussion opportunities accessible to both Millikin and Decatur communities.

# SOTAD ANTI-RACISM/ RACE EQUITY PLAN



## GOAL #9

The Anti-Racism Value Statement will be signed annually by all SOTAD students, faculty, student organizations, and guest artists.

## GOAL #10

SOTAD faculty will update and share the collected BIPOC/GM student resources.

## GOAL #12

The Anti-Racism Committee will research and promote local, BIPOC/GM-owned businesses, in hopes of creating partnerships in the future.

## GOAL #15

SOTAD will produce a staged reading by a playwright of color in the 2025/26 academic year.

## GOAL #16

We will maintain the percentage of material used/taught in SOTAD classes, that is written by or telling the stories of BIPOC/GM people, over the 2024- 2025.

## GOAL #18

The committee will invite two students (representatives from APO and Pipe Dreams) to serve as consulting members of the committee to ensure collaboration and coordination in antiracism efforts

## GOAL #19

At least two SOTAD mainstage productions will have educational discussion opportunities accessible to both Millikin and Decatur communities.

## GOAL #20

SOTAD will make at least two mainstage productions accessible to area students (specific schools, appropriate ages, and partnerships to be determined).

*2025-2026 COMMITTEE MEMBERS:*