

## **ASU Music Theatre and Opera Annual DEI Report – Academic Year 2021-22**

### **Culture and Structure**

- The School of Music, Dance and Theatre I.D.E.A. committee (which includes multiple faculty/staff and students from MTO) have taken on the C.A.R.E. model through school-wide initiatives.
- Faculty continue to revise syllabi school-wide and within MTO.
- The Student Leadership Team (SLT) continues to involve 10 members and no applicants were turned down. Seniors rotate off the committee in December of their final year or study. All self-nominated applications were received and admitted to the committee. Particular effort was given to provide representation among musical theatre minors and students from outside of MTO.
- The anonymous reporting form was altered to include new campus-wide and Herberger Institute reporting mechanisms, and the title changed to Feedback and Reporting form. It continues to appear on the callboard (along with campus resources), cast resources and syllabi.

### **Teaching and Learning**

- MTO facilitated training Mental Wellness for all faculty and staff, and co-hosted a volunteer Stage Intimacy workshop with Theatre.
- The SLT has continued to host community-building social and welcoming events each semester.
- Additional faculty members participated in wellness training and seminars, Safe Zone Ally training, and To Be More Welcoming training.
- School-wide resources were shared regarding inclusive language and practices for transgender and non-binary individuals.

### **Auditions and Casting**

- All 2021-22 productions included at least one person of color on the creative team.
- An exclusively virtual audition day was held for all degree applicants in the school, including interviews.
- One production included a designated Intimacy Director.

### **Programming, Productions and Seasons**

- Multiple works by underrepresented composers and librettists were included on the 2021/2022 season.
- The SLT was more concretely involved in helping to solidify the final 2022-23 season. Repertoire was favored which is non-exclusionary. MTO continues to provide over 100 roles per year among all projects combined.
- The 2022-23 season was planned so there is no overlap with projects except for one student lab and the Color Cabaret. Mainstage productions will continue to adjust to enable students to participate in all MTO projects.
- And increasing number of students are auditioning and being cast in Theatre productions, and vice versa.
- The Color Cabaret continues to elevate BIPOC voices and raise funding for scholarships. It remains non-exclusionary.

### **Community Connections**

- We continue to re-evaluate our LOOP program as well as our partnerships with multiple local organizations. Plans for 2022-23 include instituting a student dress rehearsal for local community partners.

- We welcomed over a dozen guest artists from the Phoenix area this academic year, including numerous theatre leaders who provided feedback to students on showcase material.

#### Advocacy

- The university library land acknowledgement was utilized for various events and classes taking place this year.
- ASL interpretation for “Spelling Bee” was provided.
- The MTO budget was cut due to COVID-19, along with budgets across the school.
- MTO continues to advocate for a nation-wide presence for auditions and recruitment. Students and faculty attended the Arizona Thespian Festival.

#### Accountability

- The DEI initiatives and updates were posted to our website and social media accounts in August 2020. Updates continue to be posted annually.
- School-wide demographic information is posted to the extent it has been made available at <https://uoia.asu.edu/>.
- This document has been shared with faculty, staff and the student leadership team for feedback.
- Further updates are in progress and on-going.