

Structure for OSF Diversity and Inclusion Efforts

After many discussions with company members, the following structure has evolved through a consultative process to bring cohesion to our various diversity and inclusion efforts. The proposed structure gives interested company members a variety of choices for engaging in this work. There is an overarching Diversity and Inclusion Planning Council that provides support to four action committees. Each action committee focuses on specific activities that contribute in meaningful ways to OSF's overall goals. Our diversity consultant is a key resource who will work closely with each committee to ensure it has an effective operating structure and continues to make forward movement towards addressing its charge.

Diversity & Inclusion Planning Council
<ol style="list-style-type: none"> 1. Serves as a planning body, working collaboratively with leadership and Action Committees to identify, prioritize, and respond to key issues. 2. Provides on-going assessment of OSF's diversity and inclusion efforts. 3. Identifies items of concern for whole company and suggests appropriate training workshops and other activities. 4. Helps to coordinate visits with OSF Diversity Consultant. 5. Reports to the Executive and Artistic Directors. <p>Procedures:</p> <ul style="list-style-type: none"> ▪ <i>Meets monthly.</i> ▪ <i>Membership in DIPC; Standing members are Executive Director, Artistic Director, Human Resources Director, Audience Development Manager, FAIR Manager, Diversity Consultant and Committee Liaisons.</i> ▪ <i>Committee Liaisons are asked to serve at least one full season, January through December.</i> ▪ <i>Liaison changes are supervised by DIPC with the action committees bringing nominations to DIPC.</i> ▪ <i>DIPC membership by non-standing members is voluntary and each non-standing member is asked to commit to at least one full season, January through December.</i>

Action Committees		
Inclusion Action Committee	Artistic Representation Action Committee	Audience Development Action Committee
<ul style="list-style-type: none"> • Works on internal relationship building (fostering awareness of and appreciation for the range of roles and functions that make up OSF). • Develops and shares appropriate resources with Human Resources for orientation packets. • As trained OSF Diversity Facilitators, identifies and addresses diversity training and coaching needs such as sharing conflict resolution skills or providing dialogue forums (safe space for building relationships and exploring issues of diversity and inclusion). • Takes the pulse on sentiment among company members. • Coordinates, endorses and promotes cultural celebrations and expression. • Provides support to affinity groups. <p><i>Note: The Human Resources Associate will be the staff support and liaison to this action committee.</i></p>	<ul style="list-style-type: none"> • Provides an opportunity and venue for company members to discuss and debrief issues of diversity and inclusion that come up for them with the plays. • Provides an opportunity for company members to discuss the impact and implications of artistic choices around race, class, sexual orientation, gender and other issues that get represented on stage. • Provide spaces to offer language and context about why artistic choices have been made. • Play an advisory role in the season selection and artist selection processes. <p><i>Note: The Director of Dramaturgy will be the staff support and liaison to this action committee.</i></p>	<ul style="list-style-type: none"> • Works to support OSF's efforts to attract and retain increasingly diverse audiences, according to the philosophies outlined in the Audience Development Manifesto: • Increasing the Socio-Economic Diversity of our Audience. • Increasing the Age Diversity of our Audience. • Increasing Access for People with Disabilities • Increasing the Racial and Ethnic Diversity of our Audience. <p><i>Note: The Director of Marketing and Communications will be the liaison to this action committee with staff support from the Audience Development Associate and Audience Development Manager.</i></p>