

# Suzi EDI Eligibility Standards Summary

## 1. All Shows Must Meet Standard [A] to be Suzi Eligible

### A-1 Board of Directors- Leadership and Members-At-Large

- Must have a minimum of 20% BIPOC in one year by June 30, 2022 and a minimum of 30% BIPOC in two years by June 30, 2023.

### A-2 EDI Discussion at the Beginning of Each Rehearsal Process (+)

- **What are potential issues?** Hair, make-up, costumes, microphones, lighting, mobility, tasks when off stage, story line themes, trauma, casting, dramaturgy, etc? If needed, another meeting can be called to address an issue that arises later.

### A-3 EDI and Anti-bias Training

- Two EDI and Anti-bias training sessions must be done for everyone in the organization by June 30, 2022 and a minimum of one training session every six months or twice a year after that. Participation in the Institute for Equity Activism is highly encouraged.

### A-4 Submit Suzi EDI Eligibility Forms for every show in a timely fashion

- **Submission:** Must submit the Suzi EDI Standards Form 30 days prior to the show opening.
- **Judging Categories:** Indicate if the show is to be judged in the categories of “Ensemble” or “Best of Season” for Plays, Musicals, World Premieres and/or Social Justice. Shows submitted in the Social Justice category can be Plays, Musicals or World Premieres that highlight a social justice issue. For “Best of Season” shows, see below for more information on the additional standards that apply.

### A-5 Promotion of Cross-Cultural Exchange

- **Homogeneous Groups:** Complete and then review your Suzi EDI Eligibility Form. Identify any homogenous groups. Where can you make changes to become more equitable, diverse and inclusive? Example 1- an all-female, all-Asian, all-straight, all-under fifty and all able-bodied production team and cast. Example 2- within a team- an all-male, all-straight, all-Black and all able-bodied tech crew.
- **EDI Representation:** Do you have 50% BIPOC, 50% Women, 15% Women over 50, 20% LGBTQIA+ and 15% Persons with Disabilities?
- **Allyship:** Now that you know what your show’s diversity profile looks like, on stage and off stage, consider how you can build bridges and promote equity, diversity and inclusion in these groups through cross-cultural exchanges, non-traditional mentoring and skill-set acquisition, fostering friendships, trust and loyalty, creating new work opportunities in the future and building a commitment to allyship.

## 2. “BEST OF SEASON”

- **INCLUDES: Best Play, Musical, World Premiere, TYA and Social Justice**
- **Must Meet Standards: [A, B & C] + [D or E]**
  - **ALL** productions will be judged in **ALL OTHER** categories.
    - This includes acting, directing, set design, lighting, choreography, etc.
    - The only exception is an **Ensemble** show where individual performances are not judged.

### **3. Minimum EDI Required for Standards B, C, D & E**

- **50% BIPOC, 50% Women, 15% Women over 50, 20% LGBTQIA+ and the greater of 15% or 1+ persons with disabilities.**
  - **The Suzi EDI Eligibility Standards will be phased in as follows:**
    - ◆ 2021- 2022- 30% BIPOC, 40% Women, 5% Women over 50, 10% LGBTQIA+ and 5% persons with disabilities
    - ◆ 2022- 2023- 40% BIPOC, 45% Women, 10% Women over 50, 15 % LGBTQIA+ and 10% persons with disabilities
    - ◆ 2023- 2024+ - 50% BIPOC, 50% Women, 15% Women over 50, 20 % LGBTQIA+ and 15% persons with disabilities
    - ◆ Data will be gathered on the Suzi EDI Eligibility Standards and pay parity. Each year there will be an annual review to gather feedback and provide support for the process of making positive and lasting change.

#### **STANDARD A- EDI IN SPECIFIC PRODUCTION ELEMENTS- Meet ONE**

##### **C-1 Leads and Significant Supporting Roles**

**C-2 Other Roles and Cast** (Not lead or supporting roles but must be a significant part of the show.)

**C-3 Ensemble Show** (This applies to shows that a theatre has designated to be judged as an ensemble.)

**C-4 Creative Leadership and Department Heads** (For other staff or key roles, see D-1)

##### **C-5 Subject or Story Line Features an Under-represented Group**

- **EDI Eligibility Requirements:** Can be met in **ANY** of the above categories. For example, 50% Women in Leads and Significant Supporting roles, 50% BIPOC in Creative Leadership and Department Heads, 20% Women over 50, LGBTQIA+ and 15% or 1+ Persons with Disabilities in Other Roles and Cast.

#### **STANDARD B- EDI IN INDUSTRY ACCESS & OPPORTUNITIES- Meet D-1 OR D-2**

##### **D-1 Paid staff positions and key roles mentored by Creative Team Members and Department Heads**

- Emphasis on career progression, skill refinement and the acquisition of new roles requiring greater responsibility.

##### **D-2 Paid Internships**

- Assigned to mentors and programs that emphasize the acquisition of skills, contacts and experience that will propel the intern's career forward to further paid opportunities in the theatre industry.

#### **STANDARD E- EDI IN MARKETING/PUBLICITY/COMMUNITY OUTREACH- Meet BOTH**

##### **F-1 EDI in Marketing, Publicity, Events & Community Outreach Staff and Interns**

##### **F-2 Campaign Designed to Engage Under-represented Groups**

#### **STANDARD B- CULTURAL COMPETENCY & SOCIAL JUSTICE- Meet ONE of B 1-3**

##### **B-1 Strategic Planning Through an Equity Lens**

How can we be more diverse, equitable and inclusive as an organization? In what areas are we lacking equity, diversity and inclusion? What barriers do we have and how can we remove them? What training will create greater access? What are our specific EDI goals and time frames? Strategic planning objective is every 3 years, with annual review and progress report.

##### **B-2 Trauma Awareness Training**

What strategies can we use to assist actors who must portray trauma? This includes, but is not limited to, any work that involves trauma due to race, religion, immigration status, assault, sex trafficking, child abuse, sexual abuse, rape, slavery, police brutality, domestic violence, anti-Semitism, suicide, homelessness, violence against under-represented groups- BIPOC, LGBTQIA+ and others, death, mental illness, abduction, bullying, prison, captivity or abandonment.

##### **B-3 Pre-Show or Post-show Discussions**

Pre-show or post-show audience discussions involving the show's EDI or Trauma Issues with Panelist(s) and members of the cast, creative team, staff and crew with the theatre providing available community resources and information for participants.