

Kitchen Dog Theater Equity, Diversity and Inclusion Action Plan

Kitchen Dog Theater has been a socially conscious, mission-driven theater since its founding in 1990. To that end, Kitchen Dog is committed to developing a work environment that is reflective of the diverse community that it serves. KDT has created a diversity action plan, formalizing some of its already existing policies and setting goals and benchmarks for new ones, to more successfully affect meaningful change in all aspects of the institution: artistic programming, staff, board, and audience.

ARTISTIC PROGRAMMING

The Co-Artistic Directors will plan for, execute, and evaluate the Artistic Programming EDI Action Plan, with primary oversight occurring during season planning, casting, and hiring processes. The measurable goals include, but are not limited to:

- Exhaust all efforts to produce plays in the mainstage season and the New Works Festival staged reading series that are written by, ideally, 50% women and 50% by people of color.
- Ideally hire 50% women and 50% people of color to direct productions as part of KDT's mainstage season and New Works Festival staged reading series.
- Actively cultivate women and people of color for artistic company membership
- Ensure non-traditional and color conscious casting in all productions.
- Guarantee that at least 50% of all teachers/teaching artists in PUP FEST are women and/or people of color.

ADMINISTRATIVE STAFF

The Managing Director will oversee and evaluate the Staff EDI Action Plan with the active support and participation of the Board's Executive Committee. The goals include, but are not limited to:

- Continually benchmark the administrative staff.
- Create targeted hiring outreach efforts to ensure that people of diverse backgrounds are aware of and apply to open positions.
- Maintain or exceed current levels of staff diversity (40% women, 40% people of color) with future hiring.
- Executive staff to regularly participate in diversity, equity, and inclusion training seminars.

BOARD OF TRUSTEES

The Board Governance Committee will oversee and evaluate implementation of the Board EDI Action Plan. The goals include, but are not limited to:

- Establish guidelines for identifying and recruiting qualified, interested, and engaged people of color.
- Double the Board size in the next three years with the goal that at least 50% of new Board Members will be of diverse backgrounds.

AUDIENCE

The Co-Artistic Directors and Managing Director will oversee and evaluate the Audience EDI Action Plan. The goals include, but are not limited to:

- Increase grassroots marketing efforts of Admit:ALL, KDT's free ticketing program. The primary goals for the Admit:ALL initiative are to build relationships with communities that have been traditionally underserved by the arts and to eliminate real or perceived barriers to participation. In the first phase of outreach, KDT is focusing on high density lower income communities in closest proximity to the Trinity River Arts Center (TRAC).
- Partner with community centers and culturally specific organizations to engage with Admit:ALL initiative
- Partner with a different culturally specific and/or community service organization for benefit nights during the run of each mainstage production

This document is a living document and will periodically be updated.