

# MiraCosta Theatre Anti-Racism Vision Mission Statement

*The MiraCosta College Theatre program welcomes, affirms and validates students, faculty, staff, administration and members from all communities. To create more social justice and close equity-gaps, the program will strive to foster more representation, equity, inclusion and diversity through curriculum, hiring, season selection, casting and technical assignments.*

- I. The MiraCosta College Theatre program (known hereafter as MCCT) is committed to anti-racism policies with regard to curriculum, casting, production and play selection.**
  - A. MCCT will seek out black, indigenous, and people of color (known hereafter as BIPOC) faculty, staff, artists, directors, and designers.**
  - B. MCCT will provide, support and encourage all faculty and staff to undergo anti-racism training.**
  - C. MCCT will introduce curriculum that will focus on BIPOC experiences.**
  - D. MCCT will curate a Theatre Discipline reading list that can be shared with all faculty across the program. This expanded canon will include reading across the curriculum by playwrights of color.**
  - E. MCCT will acknowledge the indigenous people who have lived, currently live and will live on the sites where MiraCosta College campuses are located.**
  - F. MCCT is committed to hiring makeup and hair designers who have proper training in styling and consultation of Black hair and makeup when working with Black actors.**
  - G. The MCCT casting philosophy will strive for Color Conscious casting to include culturally appropriate casting with all students. Cast BIPOC students with sensitivity to roles that may perpetuate stereotypes.**
  - H. The MCCT season selection process will include:**
    1. Advisory feedback from BIPOC faculty members and students.
    1. A commitment to include at least one production every season that is about BIPOC experiences featuring BIPOC characters with complexity.

2. Exclude plays or musicals that include racist, stereotypical, harmful and any non-Native created imagery/characters/metaphors of and about Indigenous people. Ban black face, brown face, yellow face, or red face. De-emphasize selection of plays or musicals for the reason that it features “race neutral” casting.
3. Collaborate with other departments, organizations, communities and faculty when producing plays about BIPOC topics. Cultivate programming that forges a stronger, more inclusive, more representative connection to all communities within MiraCosta College.