

Date PASSED to advance to all-STM meeting by STM AAC: 3/13/23

UIC SCHOOL OF THEATRE AND MUSIC ANTIRACISM COMMITMENT and ACTION PLAN (AY23)

Our Commitment

The UIC School of Theatre and Music (STM) condemns racism in all its forms. We commit to challenging and dismantling systemic racial bias. We take action to create and sustain an academic and artistic community that contributes to a just and equitable world.

Action Plan

We commit to the following actions:

Maintain an STM Antiracism Advisory Committee (AAC) led by an Associate Director to support work in access, equity, diversity, inclusion, and belonging.

Recruit and support a student population that reflects the diverse makeup of the city of Chicago.

Grow and sustain curricular programming that reflects the breadth of diversity of the world's artistic communities.

Recruit, hire, and support a diverse faculty and staff that reflects the student population of UIC and the city of Chicago.

Provide ongoing inclusivity education and resources for students.

Advocate for greater institutional student access to academic and mental health support.

Provide ongoing inclusivity training, resources, and professional development for faculty, staff, and administration.

Maintain and review processes for addressing incidents of bias.

Require space on departmental and school faculty agendas for reporting progress on antiracist initiatives and for soliciting participation.

Invite all student, faculty, and staff members of the STM community to participate in and contribute to the AAC.

Hold leadership, administration, and the STM AAC accountable to enact the commitments above.