



Allyship Accountability Course

Revised as of 11/8/2020

Welcome!

Welcome to the CFEA team! We hope you're excited to get involved and are looking forward to the future we can create together. We ask for you to please send an email to cfeaforum@gmail.com titled "Allyship Accountability Training" including your:

- ◆ Name
- ◆ Email
- ◆ Phone number
- ◆ General monthly volunteer availability
 - Due to COVID most help can be done from a phone or laptop at home. ☺
- ◆ Any specific specialties or roles you offer that you imagine could be of help or service to the movement in Central Florida.
- ◆ Any ideas you think could be helpful for CFEA's growth and impact.
- ◆ Any additions or amendments you find could serve this document (please explain reasoning). ☺
- ◆ Any additional information and/or resources (articles, industry sites, programs, news) that could contribute to CFEA's resources page.

This work must stay up to date with where the movement currently is in the moment, both locally and globally. Updates should be critically analyzed and embraced when progressive or supportive to the cause

Who can I contact?

- ◆ **Meka King** (*Lead Organizer*) email: cfeaforum@gmail.com
- ◆ **Felichia Chivaughn** (*Co-organizer*) email: felichia.cfea@gmail.com
- ◆ **Savannah Simerly** (*Lead Ally Coordinator*) email: savannah.cfea@gmail.com
- ◆ Be sure to join the facebook group at:
<https://www.facebook.com/groups/578891186111330>

What is CFEA?

Central Florida Entertainment Advocacy is rooted in our area's Theatre and Entertainment Industry. We strive to build an anti-racist and more equitable community. CFEA is intended for all who work in theatre, arts and entertainment. We seek to work together to outline clear expectations for growth and advancement, as well as establish definitive measures for action and accountability.

What are CFEA's goals?

1. To create a more equitable, equal, diverse and inclusive arts and entertainment industry in Central Florida.
2. To bring industry workers and leaders together in open dialogue.
3. To bridge the gap between White awareness and the Black experience.
4. To develop tangible action steps to build a more racially aware and just theatrical and entertainment landscape.
5. To clearly outline definitive expectations for allies in the arts.
6. To form/build stronger alliances.

7. To create more opportunities for Black Industry Professionals in entertainment in Central Florida.

What do we expect from Central Florida's Theatre, Arts & Entertainment industry?

- ◆ Equitable presence in all artistic mediums:
 - o At the administrative, creative and technical level, backstage, behind the scenes and on the stage.
- ◆ Anti-racist codes of ethical conduct established and practiced in our spaces.
 - o BIPOC Cultural Consultants hired in corporate environments for training services.
 - *Anti-racist training programs should be implemented at the orientation level.
 - o We must learn to be held accountable for our behavior toward Black, Indigenous and people of color communities.
- ◆ Culturally conscious show content in relation with appropriate casting.
- ◆ Continuous effort toward engagement with the BIPOC community including, but not limited to:
 - o Intentional outreach
 - o Mentorship programs

Where does an ally begin?

Before we work toward intentionally identifying and dismantling racially oppressive systems, practices and behaviors, we must first and foremost begin to accept responsibility for our personal thoughts, actions and lives. From the inside out is how we begin to cultivate equitable and sustainable anti-racist practices in our industry.

- ☐ The movement does not have longevity unless the progress begins from the inside, out ☐

-- *Quick crash course* --

We are responsible for knowing:

- ♦ Allyship is not the point.
 - o Being an ally is human decency and the bare minimum.
- ♦ **Change is the goal.**
- ♦ Actions speak louder than words.
 - o Allyship is not a personal quality or trait.
 - o **Allyship is daily action, daily choices, toward eliminating racism.**
- ♦ The work of anti-racism begins within ourselves, as individuals.
 - o The habit of dismantling racist systems within ourselves will better focus our attention and equip our effort toward eliminating racist systems in our culture, communities and industry.
 - ^ This must be learned, so we must educate ourselves appropriately.
- ♦ Our education is our responsibility:
 - o ****See resources page****
 - o This is the age of information, educate yourself on anti-racist work.
 - Our resources are the tip of the iceberg- keep going and share what you find!
 - **Knowledge of the truth is fuel for the future!**
 - o Research books, podcasts, YouTube channels, documentaries, journals, blogs, even Instagram accounts, that center the content from marginalized groups on the racial injustices in America's history and present moment.
 - o Invest in - **Pay** - Black leaders and historians who offer seminars and courses in anti-racism.

How can we help shape our industry toward a more equitable anti-racist future?

- ♦ Find your social change role!
 - o <https://medium.com/@dviyer/mapping-our-social-change-roles-in-times-of-crisis-8bbe71a8ab01>
- ♦ **STAY INVOLVED IN THE THEATRE/ARTS/ENTERTAINMENT INDUSTRY!**
- ♦ As we all navigate through this time, our industry is experiencing drastic impacts of COVID-19's pandemic shutdowns. People have lost work, gigs and opportunities, but

we've also been able to explore our artistic forms in new mediums with newly developed, distanced modifications. Personal safety, personal boundaries and fiscal restraints deserve their space and respect, while at the same time our community is in deep need of restoration and support. So, when you can, if you can – Experience, support and/or promote the theatre, arts and entertainment in Central Florida. Ideas suggested but are not limited to:

- o Research, support and promote productions that are produced and created by BIPOC artists and leaders.
- o Follow social media accounts and events to stay informed about upcoming events.
- o Attend Zoom town halls and/or Zoom forums when offered.
- o Buy tickets to a Zoom production, check out seasonal offerings; like Orlando Shakespeare free Spring classes and Zoom Playfest, this Fall season's drive thru haunted house experiences created by local entertainment, or outdoor entertainment gigs that provide an enjoyable, social distanced experience.
- o There are even Zoom concerts!
- o Broadway World offers an Orlando regional theatre listing site:
 - <https://www.broadwayworld.com/orlando/regionalshows.cfm>
- o Orlando Shakespeare Theatre's annual PlayFest:
 - <https://www.orlandoshakes.org/upcoming-shows/playfest/>

☐ We will have to know and actively participate in this industry if we want to change it. ☐

◆ Stay informed on business practices in the industry:

- o Research:
 - Central Florida's Theatrical Season Announcements
 - Playwrights within that season
 - Production team listings
 - Theatre staffing
 - New hires & existing staff
 - Content in audition notices
 - Cast lists
 - Board members

- Media & press
 - Follow accounts for accountability.
 - Check out what kind of promotional material Central Florida's industry is showcasing and producing. Promote their success and identify and notify them of their mistakes. For example;
 - o Orlando REP recently released a stolen lands acknowledgment with a recent production.
 - Share the progress on your social media account!
 - o St. Lukes has been offering free meals once/week to the artistic community during the pandemic, and even offered the event social distanced live entertainment.
 - Show up, enjoy a free meal and document it for promotion on your social media account! (People want to enjoy life- they just have to KNOW it's out there- you'd be amazed to know who you can inform and how much they appreciate it).
 - o OR Titusville Playhouse released a white-washed cast announcement for their recently cancelled production of *Bright Star*.
 - Write an email to their administration and artistic directors expressing concern.
 - Do Black artists have equal representation in promotion and reviews?
 - Are BIPOC artists being tokenized for marketing purposes?
- DO NOT AUDITION FOR ROLES that will render your appropriation of a culture.
 - This work requires sacrifice. Just because an opportunity presents itself doesn't mean it should be ours to take.

☐ Hold the industry accountable for providing equitable and color conscious representation and opportunity, and notify them when we see them ☐

#weseeyou

see resources

UNDERSTAND that...

- THIS WORK MUST CENTER THE LIVES, EXPERIENCES & VOICES OF THE MARGINALIZED and PEOPLE OF COLOR IN OUR INDUSTRY & BEYOND –

- o Which means?...**

- We must DE-center ourselves.
 - The closer we are with people of color (especially our friends and family) the more harm we will potentially cause if we don't know how to actively and appropriately engage in anti-racism.
 - We are late. We must remain vigilant and active.
 - This is a White problem. We must fix it.

Remember...

Answer the call. Show up. Stand up. Speak up.

Ask the hard questions. Have tough conversations.

VOTE!

- **Again, we WELCOME you along this journey toward a bright and equitable future, but there are entire landscapes still ahead of us.**

So, get your minds, hearts and actions right-

and let's go! □



PUBLIC ACCOUNTABILITY PLEDGE

For non-Black members of the theatrical community

I pledge to be held publicly accountable in making Central Florida's arts and entertainment industry an anti-racist, equitable community. I pledge to continue to show up in the coming months and years to learn about my role as an ally. I will actively create space for the community to continue to hold me accountable if and when I am not doing my part to stand up against structural racism. I will listen in order to understand, not to defend or deflect.

I recognize that the work will require a long-term commitment to identifying and addressing racism, making necessary policy changes, building equitable and inclusive workplaces, and remaining accountable.

I pledge to insist that spaces where I lend my creative talent must actively pursue the work of anti-racism.

I pledge to lean into difficult conversations with individuals and institutions in the industry who have not made these commitments or who are failing to live up to them.

I pledge to examine and dismantle my own learned racism. I will sit in the discomfort this brings, and will not let my discomfort render me silent or derail the necessary work.

I pledge to use my social, cultural, and financial capital to amplify institutions and productions led by people of color, and to call out those that do not involve this leadership.

Signing this pledge does not take me off the hook. I am making a public, long-term commitment to these practices. Hold me accountable.