

IDEA (Inclusion, Diversity, Equity, and Antiracism) Strategic Plan

June 2022



In 2020, SANCA formally created the IDEA committee to establish and implement strategies to ensure that SANCA reflects its community and serves all people regardless of background, identity, and socioeconomic status.

Goal #1

Transform SANCA's leadership to increase BIPOC representation and decentralize whiteness

Objective: Increase the number of BIPOC members to the SANCA Board of Directors				
Actions	Responsible	Measurement	Latest Due Date	Progress Report
Change bylaws to allow a Staff Board Liaison on the SANCA Board	Board of Directors	Amended bylaws approved	September 2020	COMPLETED
Implement an evaluation process and job description of the Staff Board Liaison	Board of Directors, IDEA Committee	Amended bylaws approved and feedback system implemented at SANCA	August 2022	IN PROGRESS
Approve resolution to make next two Board members BIPOC	Board of Directors	Resolution adopted by Board	September 2020	COMPLETED
Conduct selection process for staff representative to the Board with staff input; focus on BIPOC candidates	IDEA Committee	Staff given input on selection; candidate identified and sent to Board	December 2020	COMPLETED
Contact potential BIPOC candidates to assess interest; forward interested candidates' contact info to Board leadership	IDEA Committee	Eight or more candidates contacted + three or more sent to Board	February 2021	COMPLETED

Elect BIPOC staff to the Board	Board of Directors	BIPOC Staff member voted onto Board	February 2021	COMPLETED
Meet with and recruit BIPOC candidates; invite interested parties to attend Board meeting	Board President & Executive Director	Meetings with at least three candidates	March 2021	COMPLETED
Formally vote on two BIPOC Board members	Board of Directors	One or two BIPOC members voted onto Board	June 2021	COMPLETED
Explore interest of Community Outreach Committee	IDEA Committee	Written feedback via survey or oral feedback to IDEA committee	August 2022	IN PROGRESS
Continuing to recruit and retain BIPOC members on the Board of Directors	Board of Directors, IDEA Committee	Send interested people to the board and create a survey and exit interviews for all board members to fill out to give feedback about service	October 2022	IN PROGRESS
IDEA Representative from the Board of Directors that attends Board meetings	Board of Directors, IDEA Committee	The representative will be selected during the IDEA Committee meetings and be labeled as a representative on the SANCA website	September 2022	IN PROGRESS

Objective: Increase the number of BIPOC Members to Staff Leadership

Actions	Responsible	Measurement	Latest Due Date	Progress Report
Create IDEA Committee with BIPOC staff members as leadership	Executive Director	IDEA Committee active and meeting with BIPOC chair	May 2020	COMPLETE and ongoing
Add at least one BIPOC member to Staff Leadership (“Directors”)	Executive Director	BIPOC Member hired as a Director	August 2020	COMPLETED
Update and revise Staff Recruitment Policy to seek out, encourage, and assist BIPOC candidates	Executive Director, Director of Staff Success, IDEA Chair	New policy adopted by Board of Directors	March 2023	IN PROGRESS Director of Staff Success is currently working on rewriting on personnel policy
Create IDEA director position led by BIPOC person	Executive Director	Hiring a person in this position	January 2023	IN PROGRESS
Interview at least two BIPOC applicants for each open Staff Leadership position (“Directors”)	Executive Director, HR	BIPOC Member hired as a Director	Fall 2023	IN PROGRESS

Goal #2

Provide educational opportunities on antiracism to SANCA staff and community

Objective: Provide educational opportunities				
Actions	Responsible	Measurement	Latest Due Date	Progress Report
Create Antiracist discussion group for staff and SANCA community	Lily B.	Discussion group established and meeting regularly	August 2020	COMPLETED Ran from 2020 - 2021
Reorganize the discussion group and measure community interest in these groups	IDEA Committee	Written feedback via survey or oral feedback to IDEA committee	Fall 2023	ONGOING
Install Land Acknowledgement that states that SANCA operates on land that was originally occupied by the Duwamish Tribe	Trevor, Jasmine	Approved by the Board of Directors; posted on website	November 2020	COMPLETED Draft written & approved by IDEA Committee. Approved by Board.
Adding a Land Acknowledgement on the SANCA website and modifying the Land Acknowledgement as seen fit by IDEA Committee	IDEA Chair, Marketing Manager	Land Acknowledgment on the website	August 2022	IN PROGRESS
Create the <i>Power of Three</i> to share three antiracist resources (books, podcasts, movies, etc.) every Tuesday on social media to help the SANCA community learn how to be better allies to marginalized communities	Tania	<i>Power of Three</i> are broadcast every Tuesday	December 2020	ONGOING

Blackout Tuesdays posts that highlight Black performing artists in all forms of art	Sam	Blackout Tuesdays are broadcast every Tuesday	December 2020	ONGOING
Create a glossary that will be accessible to all of the SANCA community (students, coaches, directors, & board members). This glossary will provide the SANCA community a common language or a shared vocabulary on various topics	IDEA Committee, Tania & Erika	Host a forum to help staff and Board understand terms and objectives	April 2023	Resources on topics collected within the IDEA Committee has started.
Conduct required staff trainings on antiracism and related topics	IDEA Chair	Trainings conducted and attended by all staff at least once annually	May 2021	ONGOING Directors – Staff –
Board of Directors receive trainings on antiracism and related topics	Executive Director, Board President	Trainings conducted and attended by all board members at least once annually	Fall 2022	ONGOING
Investigate cost and feasibility of outside speakers for future antiracism trainings	IDEA Chair, Executive Director	Create roster of potential speakers with costs for consideration in the budget	November 2022	Investigating potential speakers for 2023
Host at least one outside speaker on antiracism and related topics	IDEA Chair	Conduct trainings with attendance by staff	January 2023	IN PROGRESS Huayruro will conduct trainings in 2023
Reevaluate needs from the community in relation to discussion groups	IDEA, IDEA Chair	Surveys or informal conversations with community members	Winter 2022	IN PROGRESS

Objective: Spotlight BIPOC circus artists

Actions	Responsible	Measurement	Latest Due Date	Progress Report
Social media Tuesday Blackout features BIPOC Circus & Performing Artists – with no posts about SANCA	IDEA Committee / Marketing Manager	All social media accounts feature only these posts each Tuesday	Ongoing	Started Summer 2020; completed and ongoing
Create a collage on Coach Wall in Front Office to spotlight Indigenous Circus Artists	Jasmine	Wall installed and featuring artists	Fall 2023	IN PROGRESS

Goal #3

Be accountable and transparent in antiracist efforts to SANCA's community

Objective: Create opportunities for reporting and input with the community				
Actions	Responsible	Measurement	Latest Due Date	Progress Report
Invite community members to IDEA Committee	IDEA Committee	At least two community members present at IDEA meetings	November 2020	COMPLETED and ONGOING
Highlight antiracist efforts in SANCA Annual Report	Executive Director, IDEA Chair	IDEA Committee's efforts reported in Annual Reports beginning in 2020	March 2021	ONGOING
Host forums and community conversations to further the dialogue on SANCA's antiracist efforts	IDEA Committee	Conducted at least once per year	2021	ONGOING
Create webpage on SANCA website that features this plan with progress updates and other information on SANCA's antiracist efforts	IDEA Committee to draft content; Marketing Manager to update website	Page created and published; updated with new information at least quarterly	March 2021	ONGOING
Assess engagement on our community education efforts	IDEA Committee	Create survey to ask community if they are reading and using the resources that we are providing	May 2021	IN PROGRESS

Publish a glossary for the SANCA community	IDEA Committee	Information public on the SANCA website	September 2021	IN PROGRESS IDEA committee is consolidating information and editing a prototype
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Goal #4

Allocate organization resources for IDEA Committee's work

Objective: Invest SANCA resources in antiracist efforts and programs				
Actions	Responsible	Measurement	Latest Due Date	Progress Report
Add a line item to the annual budget for antiracist efforts	Executive Director	Board-approved budget includes line item for IDEA Committee	December 2020 for the 2021 Budget	ONGOING
Set a minimum monetary amount for IDEA work	Executive Director, IDEA Chair, IDEA committee	Minimum set and will be based on the hours allotted to the chair and staff for attending meetings and working on projects	June 2021	IN PROGRESS
Create a budget for the IDEA committee	Executive Director, IDEA Chair, IDEA committee	Budget is created and has proposed monetary values	November 2021	IN PROGRESS
Present an IDEA budget to the board for approval	Executive Director	Board-approved budget installed	December 2021 for the 2022 Budget	IN PROGRESS
Include funds in the annual budget for staff training on antiracism	Executive Director	Board-approved budget includes line item for staff training	Each December	COMPLETED for 2021 ONGOING for 2022
Commit annual funding to programming for community members from resilient communities	Executive Director	Board-approved budget includes line item for Celestial Circus and other similar programs	Each December	ONGOING for 2022

Create equitable compensation policy	Executive Director, Director of Staff Success, IDEA Chair	Public record of pay structure; staff payment accessible internally	May 2021	COMPLETED for coaching & staff positions IN PROGRESS for Directors
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