

EdTA Chapter Director DEIA Rubric						
CHAPTER NAME	Colorado State Thespians			2024	2025	2026
GOAL 1	To ensure that BIPOC voices are represented and heard in governance, intentionally prioritize, and cultivate BIPOC members (through recruitment and publicity plans) until the identified goal is achieved or exceeded.					
Action Step 1	Create a DEIA position on the event planning board and recruit an interested and qualified team of diverse voices to examine programming and goals through differing lenses			X		
GOAL 2	To position CO Thespians as a racial equity/anti-racist organization which values the participation and contributions of BIPOC, review and revise the mission, vision, and core values from a Diversity Equity Inclusion Accessibility (DEIA) lens.					
Action Step 1	Revise the CO Thespians mission statement to be more inclusive communities and our effort to recognize state-wide diversity, including the voices of BIPOC members				X	
Action Step 2	Connecting with session presenters to build in intentionality with inclusive materials				X	
Action Step 3	Update verbiage of organizational foundation documents			X		
Action Step 4	Provide Land Acknowledgements at in person events recognizing the original Indigenous inhabitants of the land on which we gather			X		
GOAL 3	To foster an inclusive and up-to-date culture, we aim to minimize barriers for historically underrepresented and marginalized groups. This involves expanding opportunities for their representation across conference programming.					
Action Step 1	Extended outreach to BIPOC presenters and adjudicators to achieve more quality and inclusive programming			X		
Action Step 2	Intentional collaboration with BIPOC artists in the Colorado Community around ways to elevate stories and experiences of underserved communities			X		
Action Step 3	Establish a network of presenters, guest artists and mentors who will offer pro bono services and memberships to underserved communities who express an interest in submitting for mainstage featured presentations.				X	
Action Step 4	Scholarship a group from a local school with high percentage of historically underrepresented students to attend conference for one year					X
GOAL	Creation of intentional resources and how Thespians provide those to communities.					

Action Step 1	Cultivate ways to work <i>with</i> communities not <i>for</i> communities through data research and partnerships with local school districts and Colorado Department of Education		X	
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Finalized by:

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November, 2023