



A Commitment to Diversity

The following document details aspects of A Noise Within's board-approved FY13-15 strategic plan that relate explicitly or implicitly to our commitment to expand diversity and variety of perspective in a multitude of ways at the theater. Similar commitments can also be expected as a part of ANW's next strategic plan.

OUR VISION

A Noise Within performs and promotes classic theatre as an essential means *for our community* to confront the universal human experience, expand personal awareness and challenge individual perspectives.

We define our community expansively to include everyone within reach of A Noise Within.

DIVERSITY INITIATIVES UNDER OUR STRATEGIC PLAN

BOARD DEVELOPMENT

A Noise Within is committed to having its Board reflect the vast range of diversity within ANW's community.

A Noise Within will identify two candidates per year who identify with a constituency as yet underrepresented on the ANW Board.

STUDENT EDUCATION

We will serve the full ethnic and socioeconomic diversity of our community.

A Noise Within will make sure that every student in the PUSD system has the opportunity to see a performance at our theatre before they graduate.

A Noise Within will increase scholarships to high-need schools from 1,000 to 1,200 by FYE 2013, 1500 by FYE 2014 and 2,000 by FYE 2015.

A Noise Within will research Title I schools, high-need schools, and schools with diverse populations in Pasadena and neighboring communities with a preliminary report by February 1, 2013 and an annual update and review of research each June FYE 2013-2015.

INTERNS

Develop a Plan to restructure the ANW intern training program by September 1, 2014 for FYE 2015 that will attract highly qualified candidates with a variety of backgrounds and enable them to achieve successful careers in theatre.

Structure scholarship programs to attract high quality candidates of limited means.

RESIDENT ARTISTS

Recruit resident artists with a variety of backgrounds so that audiences – especially student audiences – may have the opportunity to see themselves on stage.

OTHER ARTISTS

A Noise Within will heavily weight the value and impact of having a culturally representative group of artists on stage and off. Artistic Directors will hire directors, and will assist directors in hiring their creative teams and casts with the perspective that A Noise Within wishes to become and remain relevant and accessible to the community of Greater Los Angeles. It is the prerogative of the theater to balance the artistic integrity and independence of any individual show with the core values (including diversity) of the company, and therefore ANW commits itself to:

- Nontraditional casting
- Colorblind casting
- Partnering with ethnically specific theater companies in order to meet and get to know their artists, thereby expanding the “mental pool” of available talent

AUDIENCES

A Noise Within is dedicated to finding a connection between our community and the great plays of our culture.

A Noise Within will build a picture of our current and target audiences in order to maximize the value of our work in the community as well as to promote access for our audiences of limited means.

A Noise Within will maintain reduced-price ticket offers for targeted under-served audiences (approximately 25% of stock).

A Noise Within will develop affinity groups, including an LGBT group.

A Noise Within will research current audience demographics and identify segments of the community that are “missing” from our theatre; and then explore ways of reaching out to these segments with a formal plan in place by FYE 2014.