

CalArts IDEA Report 2021–2023: Affirming Our Values



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While these reports are distributed annually, this report documents work undertaken during a two-year span from 2021 to 2023.

Introduction



CALARTS PRESIDENT
RAVI RAJAN

Dear CalArtians,

As a community, CalArts has long embraced leading exploring that which was new. Our reinventions go back half a century, when we started on our work to help the world understand some of the shifts rippling through society through art made by CalArtians.

For generations now, we have prepared artists to think boldly and novelly, and we've emerged as the standard-bearer for experimentation in the arts.

To maintain and strengthen this legacy, we are called to evolution again—to reinforce CalArts as the preeminent destination for transformative artists. To remain the center of new ideas and creative collaboration, we must open our doors wider, drive our ambitions higher, and embrace new standards for inclusion.

And we are.

I'm delighted to introduce here the second report on the CalArts IDEA Cooperative. This whole-of-Institute approach ranks among our very top priorities.

In these pages, you'll see a detailed accounting of our distributed and centralized IDEA efforts toward inclusion, diversity, equity, and access. We all should be proud—as I am—of the remarkable progress achieved since we began reorganizing, deepening, and accelerating this work in 2020.

Our IDEA endeavors are foundational not only to the CalArts mission but also to our lifelong global role as artists who support one another. By empowering ourselves to carry out our highest ideals, we forge an international example for arts education, for organizational best practices, and for humanity.

Take pride in, and please accept my thanks for, the achievements documented here. If you've not already contributed to them, now is your chance: Jump in. Our forward momentum can fulfill its greatest potential only if we all dedicate ourselves to the work.

Thank you.

With gratitude,
Ravi Rajan
President

Reaching Milestones: The Institute's Progress Toward Accountability and Equity



CALARTS DIVERSITY OFFICER
EVA GRAHAM

When we released the 2020-2021 report [“Living Our Mission: Toward a More Inclusive, Diverse, Equitable, and Accessible CalArts.”](#) we committed as a community to more focused work toward greater inclusion, equity, and access at CalArts. We agreed that this work was not that of one office or division but that of every member of the Institute. As one of the members of this ever-evolving, dynamic community of artists, I am honored to work with so many contributors to the Institute’s second Inclusion, Diversity, Equity, and Accessibility (IDEA) Cooperative report.

This report speaks to the very essence of CalArts as a leader in experimentation and exploration in the arts, defying the boundaries of traditions and past practices. Much of the work chronicled was conceived outside the IDEA Office. It represents the collective consciousness and appreciation of students, faculty, staff, leadership, and alumx for our history—one that must grow in order for CalArts to remain a space for creative expression and critical thinking at the level that we have become accustomed to and recognized for. The foundational work toward creating an action plan, while facilitated by the IDEA Office, was primarily generated by committed community members and shared-governance-body representatives dedicated to the future of CalArts.

It is my hope that each community member recognizes the value of their individual, school, and committee contributions to the Institute’s commitment to accountability and equity in access. Accomplishing work in a DEI space is never easy; our community’s respect and appreciation for critical and progressive thinking enabled the accomplishments of the past two years. I am indebted and grateful for the extensions of grace and humor of colleagues and community members as we accomplished the great milestones captured in this report.

In Solidarity,
Dr. Eva Graham
Institute Diversity Officer

Executive Summary

This second report on the Inclusion, Diversity, Equity, and Access (IDEA) Cooperative provides some follow-up on the intentions set in [the first report](#) while highlighting greater community awareness and commitment to IDEA within schools and departments. The inaugural report in 2021 covered several new initiatives under the theme of representation as a vehicle for growth and progress. From 2021 to 2023, CalArts introduced many directives for continued progress in equity, inclusion, diversity, access, and accessibility—as outlined in [Goal 3](#) of the Institute Strategic Framework—that were conceived and produced by faculty, staff, and students. The themes that emerged during the compilation of this report are artistic expression, accountability, and plurality in perspective and process. Each theme affirms our values in making space for contemporary and accomplished creatives. The accomplishments of the past two years were made possible by a mission-driven commitment to collaboration across the schools, programs, and administrative units.

CalArts IDEA Report

2021–2023:

Affirming Our Values

Distributed Work

“The community’s respect and appreciation for critical and progressive thinking set the intentions for the action that enabled the accomplishments over the last two years.”

—Dr. Eva Graham, Institute Diversity Officer

IDEA Office

IDEA Action Plan

As part of the Institute’s commitment to individual and global transformation, a collaboration led by the Institute Diversity Officer (IDO) and the IDEA Committee focused on advancing the understanding of inclusive excellence through incremental steps outlined in a framework of institutional transformation. A great deal of effort went into ensuring best practices guided this collaboration. The IDO extended a contract with consultant Dr. Abbie Robinson-Armstrong, a planning subject-matter expert.

The IDO and IDEA Committee discussed their approach and collaborative process with campus shared-governance bodies to create a better campus-wide understanding of inclusive excellence. The coordination resulted in the Institute’s first [IDEA Action Plan](#). Tenets of shared governance guided the development process and led to the IDEA Committee’s inclusion as a subcommittee of the Assembly Executive Committee, the unicameral, Institute-wide shared-governance body.

Implicit Bias Training for the CalArts Community

The IDEA Office continued to partner with the Chief Human Resources officer and the Human Resources staff to facilitate recurring implicit-bias training for incoming students and new employees. Dr. Bryant T. Marks of the National Training Institute on Race and Equity at Morehouse College led this training.

Office Space

During the 2021-2022 academic year, with the approval of the CalArts Board of Trustees, the Institute purchased the Vista Village property adjacent to the campus. The property, formerly used by several medical practices, is currently being repurposed. The Office of the Chief Financial Officer and Facilities Management embarked on a yearlong project to provide a large, dedicated space as a home for the IDEA Office and, in the process, free up more space for student use in the main building. Plans for the IDEA Office include office spaces, a meeting room, and a quiet room for faculty and staff. This new space is expected to be functional and ready for move-in during the Fall 2023 semester.

Indigenous Art and Expression

The Presidential IDEA Fellowship was conceived as an opportunity to host a faculty member or subject-matter expert who would advise the community and collaborate with the faculty

and staff. The first iteration of this fellowship was subsequently dedicated to support our work with Indigenous artists and to increase our connection with the First Peoples of the Santa Clarita Valley, the Fernandeano Tataviam Band of Mission Indians.

During the 2020-2021 academic year, President Ravi Rajan was authorized by the Board of Trustees to offer an IDEA fellowship for a visiting scholar—a first for the Institute. An alum, Dr. Chad Hamill/čnaq'yimi, took on the role during his sabbatical from Northern Arizona University, where he was a professor of Indigenous studies and founder and director of the Native American Cultural Center. His focus at CalArts was on Indigenous arts and expression: He taught courses in Indigenous arts and cultures, built relationships with the Fernandeano Tataviam community (including tribal leadership), and increased the presence of Native voices on campus and at the Roy and Edna Disney CalArts Theater (REDCAT) in downtown Los Angeles. He also worked with the Office of Advancement to identify potential funders for Indigenous programs and initiatives, securing ongoing external funding for Indigenous arts and expression.

Hamill (Music BFA 93, MFA 97) led the effort to develop and publish the first tribally supported [CalArts Land Acknowledgement Statement](#), a collaboration between CalArts and Fernandeano Tataviam leadership. After completing a full year of work, and enabled by new private philanthropy, Hamill accepted an offer to remain on campus in the full-time role of Executive Director of Indigenous Arts and Expression and Advisor to the President on Indigenous Affairs.

Acknowledging that CalArts was built on the ancestral homeland of the Fernandeano Tataviam Band of Mission Indians was a major step toward creating a campus atmosphere that will allow for a comprehensive and enduring relationship with the First Peoples of Santa Clarita. On Nov. 3, 2022, the [Fernandeano Tataviam-endorsed land acknowledgment](#)—a public-facing statement that honors the people who have made their homes and lives here for many centuries—was released. Additional details about the campus' relationship with the Fernandeano Band of Mission Indians and the use of the land acknowledgement are on [the CalArts website](#).

As executive director, Hamill facilitated a new partnership between CalArts and the Institute of American Indian Arts (IAIA), the only tribal college in the United States focused on the arts. Major outcomes of the relationship between CalArts and IAIA, spelled out in a memorandum of understanding signed in Spring 2022, include a co-convened course in the spring with students from both institutions; a one-week student exchange at IAIA in Spring 2022; and the creation of the CalArts qey's (Dream) scholarship, awarded to a recent BFA graduate at IAIA who will be pursuing an MFA in film directing at CalArts in Fall 2023. Below is a list of Indigenous events that have been offered to the CalArts community:

Table 1.
CalArts Events Focused on Indigenous Arts and Expression (2021–2023)

Academic Partnerships for Equity
Academic year 2021-2022

NATIVE AMERICAN HERITAGE MONTH

Nov. 4, 2021: Musician Ed Kabotie appeared outside the Tatum Lounge.

FERNANDEÑO BAND OF MISSION INDIANS

Nov. 9, 2021: The Fernandeno Tataviam Band of Mission Indians offered a traditional blessing and Tataviam stories on the soccer field.

NATIVE AMERICAN HERITAGE MONTH

Nov. 18, 2021: Guest artist Sage Bond performed outside the Tatum Lounge.

INDIGENOUS ENTERPRISE

March 21, 2022: Indigenous Enterprise performed in the Lund Theatre and at REDCAT. Indigenous Enterprise is an award-winning Native American dance troupe that combines traditional, intertribal, and contemporary forms of Indigenous dance, creating a visually and sonically stunning display that embodies Indigenous self-determination and sovereignty.

TATAVIAM TALKING CIRCLE

April 7, 2022: The Tataviam leaders and culture bearers shared traditional songs, stories, and the history of the Fernandeno Tataviam Band of Mission Indians before a question-and-answer session on the soccer field.

Academic year 2022-2023

OKLAHOMA INTERTRIBAL NOISE SYMPOSIUM DISCUSSION

Oct. 7, 2022: A discussion on American Indian noise, Indigenous sonic agency, and listening to nonhumans was held at the Wild Beast Music Pavilion.

INDIGENOUS PEOPLE'S DAY EVENT

Oct. 9, 2022: A second annual Indigenous Peoples' Day event—to honor all Indigenous peoples—was held in partnership with Sunland Tujunga under the oak trees on campus.

THA 'YOTIES PERFORMANCE

Nov. 3, 2022: Native reggae rock band Tha 'Yoties performed in the Main Gallery.

TATAVIAM TALKING CIRCLE

Nov. 17, 2022: Tataviam/Chumash Elder Dennis Garcia led a talking circle at the Wild Beast music pavilion.

“... at CalArts, talented dancers and graphic artists and actors, musicians, and more will head off on their college journeys together, supporting each other every step of the way.”

—excerpt from Posse announcement made by former First Lady Michelle Obama

Posse

The Posse Arts Leadership Program at CalArts was made possible by initial support from the Miranda Family Foundation, the Posse Foundation's trustees, and The Andrew W. Mellon Foundation. The program seeks to build a pipeline of diverse leaders in the arts who will work to diversify artistic practice in the United States through the inclusion of heretofore excluded voices. Members of the inaugural CalArts Posse cohort matriculated in Fall 2022.

The Posse Foundation has continued to collaborate with CalArts to monitor continued progress of its inaugural cohort. The Office of Admission has already selected and enrolled 10 new Posse scholars expected to begin classes in Fall 2023 as “CalArts Posse 2.” With support from the Office of Student Experience, CalArts successfully held its first PossePlus Retreat in Ventura, California, in Spring 2023. More than 40 people from across the CalArts community attended. Recruitment will begin for the third cohort of CalArts Posse scholars during the 2023-2024 academic year.

“To create an environment that will foster the retention of current, and successful recruitment of new, underrepresented faculty members, the Institute is addressing a sense of belonging and inclusion.”

—CalArts Office of the Provost

The collaboration inspired by the use of the word “collective” in the original narrative for funding the IDEA initiative has been primarily fulfilled in partnership with Chief Academic Officer and Provost Dr. Tracie Costantino and the deans. The information that follows represents a selection of initiatives and programs sponsored by schools in collaboration with the offices across the Institute.

Maxwell/Hanrahan Foundation Visiting Artist Series

In Spring 2023, with financial support from the Maxwell/Hanrahan Foundation and the IDEA Office, the Office of the Provost funded faculty proposals to bring visiting artists to campus. Criteria made clear that visiting artists under this effort must reflect IDEA commitments and work at the intersection of the arts and technology or computer science. Grant awards ranged from \$250 to \$1,000 and marked the first of five years of funding. The series included a total of 14 artists and organizations brought to campus in Spring 2023. They received a combined total of \$8,650 in honoraria.

Curriculum Diversity Initiative Grants

The Curriculum Diversity Initiative (CDI) grants were created to provide summer stipends to faculty for revising the curriculum of a required or foundational course through decolonizing and anti-racist frameworks. Faculty recipients form cohorts through which they can support one another, exchange ideas, and share their work.

[A library guide of inclusive and anti-racist approaches to curriculum and teaching](#) was created and is available online for faculty as well as a [resource guide document](#).

During the 2021-2022 academic year, [eight individuals and groups](#) were awarded a total of \$12,000 in faculty stipends. Each of the awarded faculty members and groups received a \$1,200 stipend to cover 30 hours of labor. A [roundtable was held to share the CDI cohort's work with the community](#) in Fall 2022. During the 2022-2023 academic year, [10 individuals and groups](#) were awarded a total of \$13,200 in faculty stipends. Most of the awardees received \$1,200 stipends to cover 30 hours of labor apiece. A closing roundtable will be scheduled in Fall 2023 when the group's work is complete.

Deans' Reading Summer 2023

The goal of the summer 2023 deans' reading is to provide them a baseline of knowledge about equity before they embark on the work of the Institute's academic strategic plan. The reading is [“From Equity Talk to Equity Walk: Expanding Practitioner Knowledge for Racial Justice in Higher Education,”](#) a book by Drs. Tia Brown McNair, Estela Mara Bensimon, and Lindsey Malcolm-Piqueux.

Training Sessions

ACADEMIC YEAR 2021-2022

- IDEA and Anti-Racist Coffee Series, CDI Cohort—Sept. 16, 2021
- Faculty Zoom: Trauma Impact in the Classroom—Sept. 24, 2021
- Mentoring Session: Focus on Health and Wellness (with Dr. Liz Peisner and Kristen Acosta)—Oct. 8, 2021
- Equitable Assessment Models with Dr. Andrea Fontenot—April 18, 2022

ACADEMIC YEAR 2022-2023

- “I Use All My Brain to Understand Class Lectures” and Other Insights: Learning from English Language Learners with Julie Rold—April 13, 2023

Opportunity Hire Policy

In Spring 2023, the Academic Council and the Deans Council approved the faculty-proposed Opportunity Hire/Search Policy Waiver to allow the Institute to make focused hires of faculty whose work will further IDEA goals and advance the recruitment of outstanding artists and scholars from historically underrepresented groups.

Faculty Recruitment

ACADEMIC YEAR 2021-2022

The Academic Council and the Deans Council endorsed a revised faculty search policy in May 2021. The policy was then implemented with new procedures during the 2021-2022 academic year. The policy incorporates evidence-based hiring practices to recruit diverse faculty and requires implicit-bias training for all search-committee members.

Twenty-five new regular and technical faculty were hired through this process. Of those hires, the majority identify as female (68%), according to voluntary self-identification. The process saw a slight overall increase in the ethnic and racial diversity of the regular faculty from underrepresented and underserved backgrounds.

To create an environment that will foster the retention and successful recruitment of underrepresented faculty members, the Institute is working to increase a sense of belonging and inclusion for these faculty. To support and retain a diverse faculty cohort, the Director of Faculty Affairs (DoFA) has implemented an extended orientation and onboarding program throughout the fall semester and has matched each new faculty member with a peer mentor from a program outside of their métier, broadening the network of colleagues and support for each faculty member.

Future work includes assessment of this new program to see the impact on retention and the sense of belonging among underrepresented faculty. The Institute has created a Faculty Center where faculty can meet and collaborate and as a site for faculty-development workshops.

ACADEMIC YEAR 2022-2023

- Five faculty searches in the areas of photo media, library, experimental animation, and critical studies yielded eight hires.
 - Of the eight new regular faculty hired through this process, the majority (88%) add diversity to the overall regular faculty. Twelve percent of the new faculty members self-identified as white, 12% as Native American, 25% as Black, and 39% as Asian/Pacific Islander. Half of the new hires self-identified as female.

School of Art

Graduates “become innovators and leaders in their disciplines by learning to challenge preconceptions—both personal and institutional—and to engage fully in the contemporary discourse of their fields.”

—School of Art statement of purpose

Dean Steven Lam joined the School of Art in 2022. He and the faculty and staff have since launched new initiatives and hired photo/media faculty who focus on Indigenous art. In addition to expanding the perspective in photography and media, the School’s leadership collaborated with the Student Affairs Office to support several town halls and teach-ins around anti-racism in the United States, solidarity, and struggles against authoritarianism in Iran, among other programs. The faculty were equally active in engaging visiting artists and designers to reflect the urgency of world policy and to look at practices of diverse makers and speakers.

Charles Gaines Faculty Chair Program

The School welcomed [Dr. Nana Adusei-Poku](#) as an [inaugural Rosalind Harris Visiting Critic](#) as part of [the Charles Gaines Faculty Chair program](#) for Spring 2023. Adusei-Poku is an assistant professor in African diasporic art history in the History of Art Department at the University of California, Berkeley.

School of Critical Studies

“We are committed to providing a course of study, which advances both the practice of the arts, and a broad program of general education designed to enable students to consider aesthetic questions within larger socio-cultural, ethical, and political contexts.”

—School of Critical Studies overview

During this reporting cycle, the School of Critical Studies centered on a commitment to representation and accountability. Lecture and talk themes focused on social justice and the struggle of equality at the intersection of art and politics. The School developed diverse, community-based outreach and more inclusive programming online and in Los Angeles. These events were free—the exception being those held at REDCAT—and were open to all audiences. Students from every program at the Institute were encouraged to attend. The School also published its Spring 2021 Masters of Arts lecture series, now free to download. The series, [called “Game of the Real.”](#) featured urgent debates on knowledge and power in contemporary culture.

The School encouraged the representation of multiple identities in special faculty hires who include diverse social and racial identities, and worked toward stronger representation of diverse perspectives and experiences, ensuring that the diversity of the student body is maintained and mirrored in the faculty. Additions to the school faculty include [Caribbean Fragoza](#) and Jane Hu, hired to work with the BFA and graduate programs. Poet [Harmony Holiday](#) joined the MFA program to teach and mentor in Fall 2022.

In Spring 2022, Julia Rold was hired as Director of Programs for English-language learners. Her appointment brings specific high-level skills and experience in innovative and inclusive forms of pedagogy. Her work is expected to support the introduction and review of new educational forms, events, and projects exploring how the curriculum serves all students in need of English-language support. She will continue to attend to cultural, racial, sex, gender, and class-based differences with a commitment to equality and inclusivity.

The School sponsored several residential [visiting artists](#) and speakers. Many were featured in the School’s online and in-person Masters of Arts lecture series and conference, held at REDCAT, as well as the MFA Visiting Writers series on campus.

Katie Jacobson Writer In-Residence Program

[This program](#) featured events on campus and at REDCAT. Speakers included Dr. Karina Alma; Dr. Latipa (née Michelle Dizon); Dr. Jaleh Monsoor; Gean Moreno; Dr. Alice Rekab; Dr. Anthony Bogues; Janice Lee; Douglas Kearney (Critical Studies MFA 04); Paolo Javier; Dr. Javon Johnson; Dr. Roberto Tejada; Christopher Soto; Sesshu Foster; and Arturo Romo. The Katie Jacobson Writer in Residence in 2022 was the nonfiction writer and *New Yorker* critic Hilton Als.

Masters of Arts Lecture Series and Conference

The regular lecture series featured work on politics, race, power, and image, involving researchers in African studies and Chicano studies and artists and makers who curate and work in diverse global contexts. Themes centered in part on cultural memory and on dominance and revolution.

A related conference drew on a theme of care and repair, with featured guests including Dr. Églantine Colon, Anders Dunker, Stephanie Mei Huang (Art MFA 20), Jia Yi Gu, Dr. Adilifu Nama, Nick Nauman, Dr. Manuel Shvartzberg Carrió, Dr. Theresa Ambo, Kelly Leah Stewart,

Lucinda Trask, Damon Young, Dimitri Chamblas, Amy Howden-Chapman (Art MFA 11), Mireya Lucio (Theater MFA 11), and Dr. Maggie Nelson.

All these events and projects are ongoing resources for students, faculty, staff, and the public.

Sharon Disney Lund School of Dance

“CalArts Dance is committed to anti-racist pedagogy and art-making to ensure justice, equality, and safety for all members of its community.”

—School of Dance statement of solidarity

The Sharon Disney Lund School of Dance actively engaged the entire CalArts community around current issues of inequity and social justice during this reporting cycle. Under Interim Dean [Rosanna Gamson](#), a longtime faculty member, the School has seeded conversations about dance around the world. Close to home, the School collaborated with REDCAT to host [a public conversation](#)—featuring School faculty [Ernest Felton Baker](#) and [Yusha Sorzano](#)—about cultural appropriation in dance. The discussion on Nov. 3, 2021, followed a screening of “[Explained](#),” a Netflix documentary series for which Baker consulted on an episode about dance crazes.

As dean, Gamson visited dance schools in Asia, Africa, and Europe to discuss broadening access to international cultural exchange for students who cannot afford a semester abroad. The visits included key meetings with Tay Yoo (Film/Video MFA 96), President of the Seoul Institute for the Arts in South Korea, and Salia Sanou, Founding Artistic Director of La Termitiere in Ouagadougou, Burkina Faso.

In the 2023 Winter Session, international exchanges included faculty from [Trinity Laban Conservatoire of Music & Dance in London](#) and a visit and showing of work by Dominique Feng-Hsi Yen, Director of the Dance School at the [Tainan University of Technology in Taiwan](#), or TUT, who was accompanied by two students. The TUT exchange continued with a seven-day creation-process workshop in May 2023 in Taiwan. CalArts MFA student Tzong-Han Wu assisted.

Additionally, the School hired its first full-time, regularized faculty in street dance and hip hop, [James “Cricket” Colter](#), and two new faculty instructors, [Gheremi Clay](#) and [Oren “Flea Rock” Michaeli](#). The School introduced elective and required African and Afro-Diasporic dance forms as part of efforts to rebalance and decolonize technical dance training.

Anti-Racist Task Force

In a CalArts first, the School proposed and launched its own Anti-Racist Task Force. This group worked with The Herb Alpert School of Music to develop a dancer-specific section of the existing African dance course—a section that will begin enrolling students in Fall 2023. Starting with the incoming BFA1 class in Fall 2023, four semesters of African dance instruction will be required for dance students.

School of Theater

“The CalArts School of Theater embraces inclusion, diversity, equity and access in a multiplicity of ways, weaving it into all that it does.”

—Andrea LeBlanc, Associate Dean, School of Theater

The School of Theater fortified its programs this reporting cycle with new faculty appointments in various positions. The new hires’ imagination, range, and vision enrich the School and affirm the commitment of the work of the [Center for New Performance](#) to expand the boundaries, language, and discourse of contemporary performance.

The School also created several initiatives to advance its commitment to an environment of affirmative consent, boundaries, and safety.

Equity, Diversity, and Inclusion Committee

The School’s [Equity, Diversity, and Inclusion \(EDI\) Committee](#) was created to foster awareness, understanding, and sensitivity to the diverse and differing experiences that contribute to identity—including experiences rooted in race, ethnicity, class, gender, sexual orientation, age, language, nationality, physical ability, and religion.

Faculty Camille Benda and Klean Ung chaired the committee, whose other members included faculty Dr. Cristian Amigo, Taylor Comen, and Damian D. Lewis. Faculty Danielle Gibson and Julanne Hill served in the spring and fall semesters, respectively. Gary Jones and Cian Pickron represented theater students in, respectively, performance and experience design and production.

For this reporting cycle, the committee focused on defining priorities for School productions and for the support of EDI concerns broadly. The committee reported the following accomplishments:

- Regular committee meetings. A guest attendee—a student who has disabilities—offered insight into needs and perspectives of CalArts students with disabilities.
- Regular meetings with School leadership. Committee chairs met with Dean Travis Preston in the Fall 2022 semester and with Interim Dean Andrea LeBlanc in the Spring 2023 semester to share and discuss feedback and progress. The committee likewise shared updates with the School’s Executive Committee.
- Collaboration on the continued development of the IDEA Cooperative and intimacy resources for School classes and productions.
- An Institute-wide film screening in November 2022 of “The Last Manhunt,” featuring Chemehuevi tribal members and members of California tribes. The screening was co-hosted by Chad Hamill, and attended by the Fernandeño Tataviam Band of Mission Indians as well as CalArts students, staff, and faculty.

For Fall 2022 and Spring 2023, the School’s BFA1 cohort participated in mandatory intimacy workshops on stage intimacy and consent, supported financially by the Institute Office of Community Rights and Responsibilities. Additionally, the School hired a trained stage intimacy coordinator ([Emily Barasch](#)) and a fight choreographer ([Ed Monaghan](#)) to consult on productions, ensuring that all students have the support and guidance necessary for curricular projects.

These recently hired faculty represent the School's IDEA commitment:

- [Dwayne Colbert, BFA acting faculty](#)
- [Monty Cole, Conversations in Contemporary Theater, MFA directing faculty](#)
- [Tyrone Davis, experience design and production faculty](#)
- [Sarahjeen François, MFA acting faculty](#) (working in support of [faculty Marissa Chibás](#))
- [Mary Claire Garcia, speech faculty](#)
- [Yuri Okahana-Benson, experience design and production faculty](#)
- [Nikhil Pai, BFA acting faculty](#)
- [Rui Xu, producing faculty](#)

The following faculty- and staff-generated projects likewise underscore the school's commitment:

- [*The Sea Gull*](#)
By Anton Chekhov
Translated by Jean-Claude van Itallie
Directed by Zoë (Duoyi) Wang
- [*Seven Hoshi*](#)
Written and directed by Lisa Sanaye Dring
- [*El Misterio*](#)
Adapted and directed by Luna Izipisua de Kissel
- [*Everybody*](#)
By Branden Jacobs-Jenkins
Directed by Damian D. Lewis
- [*Scene with Cranes*](#) (world premiere through the CalArts Center for New Performance)
By Octavio Solis
Directed by Chi-wang Yang
- [*Etta and Ella on the Upper West Side*](#) (world premiere at REDCAT)
By Adrienne Kennedy
Directed by Monty Cole (Directing MFA 19)

REDCAT / Center for New Performance Artists-in-Residence

- [Kaneza Schaal](#) :: *Tomorrow's Tomorrow*
- [Zola Dee \(Theater BFA 17\) and Derek Dubrae Jackson \(Acting BFA 20\)](#) :: *Rain - River - Ocean*
- [Rickerby Hinds](#) :: *Blackbox*

Student-Generated Work Initiative

The School manages three main performance spaces in the CalArts main building. One is the Coffeehouse Theater, next door to Donn B. Tatum Lounge/Coffee Bar. It is one of two "Black Box" spaces that host cabaret performances by students and visiting artists' work. Performances in the Coffeehouse Theater fall under [The Coffeehouse Projects](#). Performance proposals are reviewed by a student committee and composed by a broad range of theater students across programs and year levels. The committee's recommendations are presented to the Theater School Executive Committee for final approval. During the 2022-2023 year, the student committee prioritized proposals that broadened opportunity for a variety of students/groups; promoted inclusion, equity, diversity, and access; emphasized process over product; and involved original works and risk-taking.

Committee-sponsored projects in the [2022-2023](#) year included:

- *Go Really Good*
Project Lead: Ava Hase (Acting BFA 23)
- *Party School*
Lead: Olivia Xing (Acting MFA 24)
- *Summer Junebugs*
Lead: Gary Cook (Acting MFA 24)
- *Making of the Gods*
Lead: Rebecca K. Hsia (Stage Management MFA 24)
- *[Untitled Cuban Project]*
Lead: Katherine Paez Froehlich (Producing MFA 23)
- *Ennui*
Leads: Sofia Rahaniotis (Acting BFA 23) and Oscar Falcon (Acting BFA 23)
- *Blackout*
Lead: Amelia Whitney (Acting BFA 23)
- *Late Bus to Mecca*
Lead: Dionne M. Robinson (Acting MFA 24)
- *Richard Two*
Leads: Michael Lanham (Acting MFA 24) and Alec Anderson-Carrasco (Acting MFA 24)
- *Water Under the Bridge*
Lead: Ling Chang (Acting BFA 23)
- *The Lemming Effect*
Lead: Grant Garcia (Acting BFA 24)
- *Every Brilliant Thing*
Lead: Yameng Deng (Producing MFA 24)
- *The Chinese Restaurant Episode of Seinfeld*
Lead: Zenith Hyden-Soffer (Scenic Design BFA 23)
- *Brain Matter Radio*
Lead: Magdalene Taylor (Acting BFA 23)
- *Fishbowl Sonata*
Lead: Skylar Shen (Acting BFA 25)
- *Summer Junebugs*
Lead: Gary Cook (Acting MFA 24)
- *Mis Escritos*
Lead: Angel Lopez (Design BFA 23)
- *Pretty/Filthy The Musical*
Leads: Rachel Goodwin (Stage Management MFA 24) and Connor Fitzmaurice (Acting BFA 24)

Grants and Scholarships

Diversity Grants

Administered by the Inclusivity, Diversity, Equity, and Access (IDEA) Office

This fund was established to support student projects that promote diversity at CalArts through interaction, education, and practice.

Totals awarded:

- Academic year 2021-2022: \$4,953.50
- Academic year 2022-2023: \$2,240.10

*Table 2.
Summary of Diversity Grants Awarded by Academic Term*

CYCLE	PROPOSALS RECEIVED	PROPOSALS AWARDED BY IDEA GRANTS REVIEW COMMITTEE
Fall 2021	26	10 (\$2,853.50)
Spring 2022	27	7 (\$2,100)
Fall 2022	18	7 (\$1,940.10)
Spring 2023	1	1 (\$300)

The Nick England Intercultural Arts Project Grant

Administered by the IDEA Office

This grant was established in 1988 to help increase and sustain the presence of artists from many cultures, with an emphasis on artists who live and work beyond the Eurocentric sphere, while maintaining the aesthetic perspective of their specific backgrounds. The program seeks to foster the mutual exchange of aesthetic, social, and political concerns through artistic interaction among diverse artists, the CalArts community, and the wider constituencies of Southern California. This grant is available to current students, faculty, and staff.

Totals awarded:

- Academic year 2021-2022: \$11,250.00
- Academic year 2022-2023: \$7,553.65

*Table 3.
Summary of Intercultural Arts Project Grants Awarded by Academic Term*

CYCLE	PROPOSALS RECEIVED	PROPOSALS AWARDED BY IDEA GRANTS REVIEW COMMITTEE
Fall 2021	6	3 (\$3,750)
Winter 2022	4	2 (\$2,600)
Spring 2022	7	5 (\$4,900)
Fall 2022	3	3 (\$3,053.65)
Spring 2023	2	2 (\$4,500)

Tina Perry and Ric Whitney Black Arts Grant (BAG)

Administered by the IDEA Office

Trustees Tina Perry-Whitney and Ric Whitney have generously come forward to create and support a new award specifically for students who self-identify as Black, called the Black Arts Grant (BAG).

Total awarded:

Academic year 2022-2023: \$15,000

*Table 4.
Summary of Black Arts Grants (BAG) Awarded by Academic Term*

CYCLE	PROPOSALS RECEIVED	PROPOSALS AWARDED BY IDEA GRANTS REVIEW COMMITTEE
Fall 2022	10	6 (\$15,000)

Lorraine Wild Graphic Design Scholarship

Administered by the School of Art

Created to honor the practice and commitment of graphic designer and School of Art faculty [Lorraine Wild](#), this scholarship supports designers who identify as women. [A fundraiser](#) on June 28, 2023, supported the fifth year of this offering.

The Charles Gaines MFA Fellowship

Administered by the School of Art

Developed by CalArts faculty emeritus Charles Gaines, [this fellowship](#) provides full support for tuition expenses for MFA students who self-identify as Black Americans of the African diaspora or domestic students who self-identify as Mexican or of Central American descent. The School began building awareness of this fellowship program during the 2021-2022 academic year, in part by clarifying admissions practices and creating public programs. Eligible applicants to the CalArts MFA Program in Art will be automatically considered for the fellowship. Three fellowships were awarded during the 2022-2023 academic year.

Truman Capote Literary Trust

Administered by the School of Critical Studies

This full-tuition scholarship, funded by the Truman Capote Literary Trust, has been awarded to two non-binary African-African writers. Two awards were given to an MFA 1 and an MFA 2 in 2022. The scholarship provides access to education without the burden of substantial debt.

Implications for Future Work

The initiatives and programs discussed in this report demonstrate cooperation at every level of the Institute. The CalArts work of inclusion, diversity, equity, and access was conceived as a collective—an objective that the community is fulfilling. This innovation channels the groundbreaking character of CalArts, which was built on breaking down barriers and has long seen itself through a social justice lens.

The future for culture creators must include the work of those making art beyond the barriers of historical art canons. This inclusion can be achieved only through opportunities to learn about and from creatives worldwide whose views offer a panorama. This means considering and valuing culture, race, identity, sexuality, and other influences on artists in the overall critique of their work.

As CalArts documents its IDEA progress, future reports will reflect the community's progress toward elevating interdisciplinary work, critical thought and inquiry, and challenges to the status quo. CalArtians seek to stand out not only by daring to ask questions, but also by creating actions that cultivate the universal benefits of inclusivity, diversity, equity, and access to creativity in all its forms.

Terminology

This brief guide sets a foundation for shared understanding of commonly used key terms in the report.

ACCESS

refers to the availability of equitable, robust opportunities—for talented people of every background—to join and engage fully in the CalArts community

INSTITUTE COUNCIL

formerly called the Assembly Executive Council; shared governance body responsible for non-academic Institute work

DIVERSITY

the presence of people of meaningfully different and varied backgrounds, life experiences, aspirations, viewpoints, and beliefs

EQUITY

the concept of fostering access and opportunities that take into account the varied and disparate resources, experiences, and abilities of individuals

EQUITY AND DIVERSITY COMMITTEE

a group of CalArts student, faculty, and staff representatives who address equity and diversity issues on campus and beyond; its goals is to identify and address internal barriers to student and employee success as those barriers relate to access, equity, and inclusion

INCLUSION

the practice of including and engaging, as fully participating members of the community, individuals of varied backgrounds, experiences, challenges, ideas, values, aspirations, and accomplishments

IDEA, OR IDEA COOPERATIVE

the coordinated, multi-part program that CalArts began in 2021 to help identify and complete specific steps to strengthen the Institute community's inclusivity, accessibility, and anti-racist practices; the acronym stands for inclusion, diversity, equity, and access

POSSE FOUNDATION

a U.S. nonprofit organization based in New York that supports scholarships—often granted to first-generation college students—at more than 60 colleges and universities; the first Arts Posse cohort was established at CalArts

STRATEGIC FRAMEWORK

the immediate goals, objectives, and tactics of an actionable plan to guide CalArts for the next five to 10 years; it was released in March 2021 after a community-wide visioning effort that ran more than two years

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CaLARTS

The CaArts main campus sits on the unceded ancestral lands of the Chaguayavitam, the people of Chaguayanga, whose present-day descendants are citizens of the Fernandño Tataviam Band of Mission Indians. They have been here for millennia and will forever call this place home. Through meaningful partnership and collaboration, CaArts is committed to lifting up their stories, culture, and community.