



# MANAGING DIVERSITY IN THEATRE EDUCATION TEACHING ARTISTS

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# RESEARCH QUESTION

- How do the *human resources* and *education* departments of theatres effectively partner and manage the **recruiting, hiring, selection,** and **training** of ethnically/racially diverse teaching artists?

# WHAT IS A TEACHING ARTIST?

- **TEACHING ARTIST:**

- *“Practicing professional artists with complementary skills and sensibilities of an educator, who engages people in learning experiences, through and about the arts” -Booth, 2003*

# METHODS I: ORGANIZATIONS

- **Theatre organizations** selected fulfill this criteria:
  - *Active education programming (that target K-12, adults & community organizations)*
  - *Organizational Size: Mid to Large-Sized*
  - *Budgets: \$5 Million+*
  - *Interested in **multiculturalism** and **diversity** (noted as a special interest from Theatre Communications Group)*
  - *NOT included: cultural/ethnic/racially specific theatres*

# METHODS II: INTERVIEWEES

- Individuals interviewed that hire teaching artists are:
  - *Education Director*
  - *Education Manager*
  - *Lead Teaching Artist*
  - *Artistic Director*
  - *Human Resources Manager*

# ARTS ORGANIZATION & DIVERSITY

- Organizations have diversity as a core value within its mission and hiring practices
- Believes diversity provides a productive and positive work environment
- Notes: EEO (Equal Employment Opportunity) that “all employees and applicants for employment without regard to *race, color, religion, sex, national origin, age, disability or genetics*” (US Department of Labor)

# TEACHING ARTIST RECRUITMENT

- RECRUITMENT: attracting and identifying job applicants in the labor market to join an organization
  - Ways include:
    - *Personal recommendation*
    - *Open casting notices (on casting sources)*
    - *Partnerships with racial/ethnic organizations & higher education institutions*
    - *Career/job fairs*
    - *Website*

# TEACHING ARTIST HIRING/SELECTION

- *HIRING*: employ individuals to fulfill programming needs and pay for their services
- *SELECTION*
  - Reviews headshot, resumes (acting/teaching) & sample writing
  - Interviews (in group or one to one) on artistic/teaching approach
  - Selects based on who brings the greatest *diversity* to the organization



# TEACHING ARTIST TRAINING

- *EDUCATION:*

- *Curriculum management & development*
- *Teaching philosophies and practices*
- *Relationship building with students*
- *Classroom safety*

- *DIVERSITY:*

- *Inclusive workplace environment*
- *Cultural sensitivity*
- *Harassment*
- *Diversity of staff*

# ANALYSIS SUMMARY

- **EDUCATION HIRING STAFF:**

- Must value diversity as an organizational core value
- Recruits minority teaching artists through recommendations, casting notices & partnerships with other organizations
- Hires to maximize fulfillment of diversity in organizational makeup
- Training of teaching artists focuses more on teaching compared to little or no diversity training.

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- More interviews coming up!