

NORTHLIGHT
THEATRE

EDI PROGRESS REPORT



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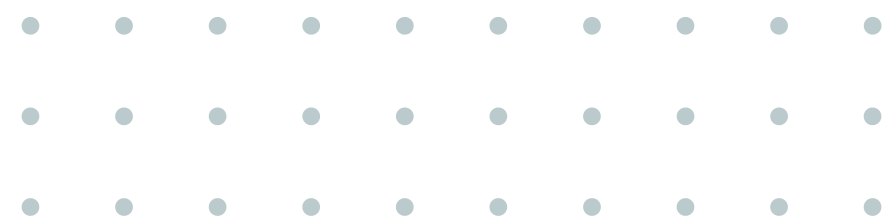


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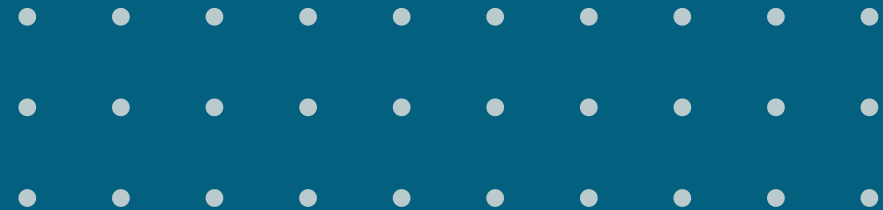
The Northlight Theatre Equity Diversity and Inclusion (EDI) committee is a group of Northlight staff and board members whose primary purpose is ...

- To continually evaluate the organization's practices through the lens of equity, diversity, and inclusion.
- To provide support and guidance to leaders and staff through professional development and policy recommendations to more effectively address EDI issues at our institution that are not readily perceived.

EDI Committee Members

as of June 22, 2023

- Earl Solomon / Human Resources Manager - chair
- Allison Sheehan / Business Assistant - co-chair
- Annabelle Cuitino / Marketing Coordinator
- Mary Pasko / Administrative Assistant
- Rahul Roy / Trustee
- Donna Frett / Trustee
- Reetu Sanders / Trustee
- Tim Evans (ex officio) / Executive Director
- BJ Jones (ex officio) / Artistic Director
- Janet Mullet (ex officio) / Managing Director



The EDI committee strives to uphold the mission statement throughout the year. Each year, we will place specific goals to demonstrate progress and reports on how EDI initiatives are being integrated in the workplace and in Northlight's mission.

01

SOCIAL MEDIA + WEB PRESENCE

To diversify our audiences on social media and highlight all members of our community.

02

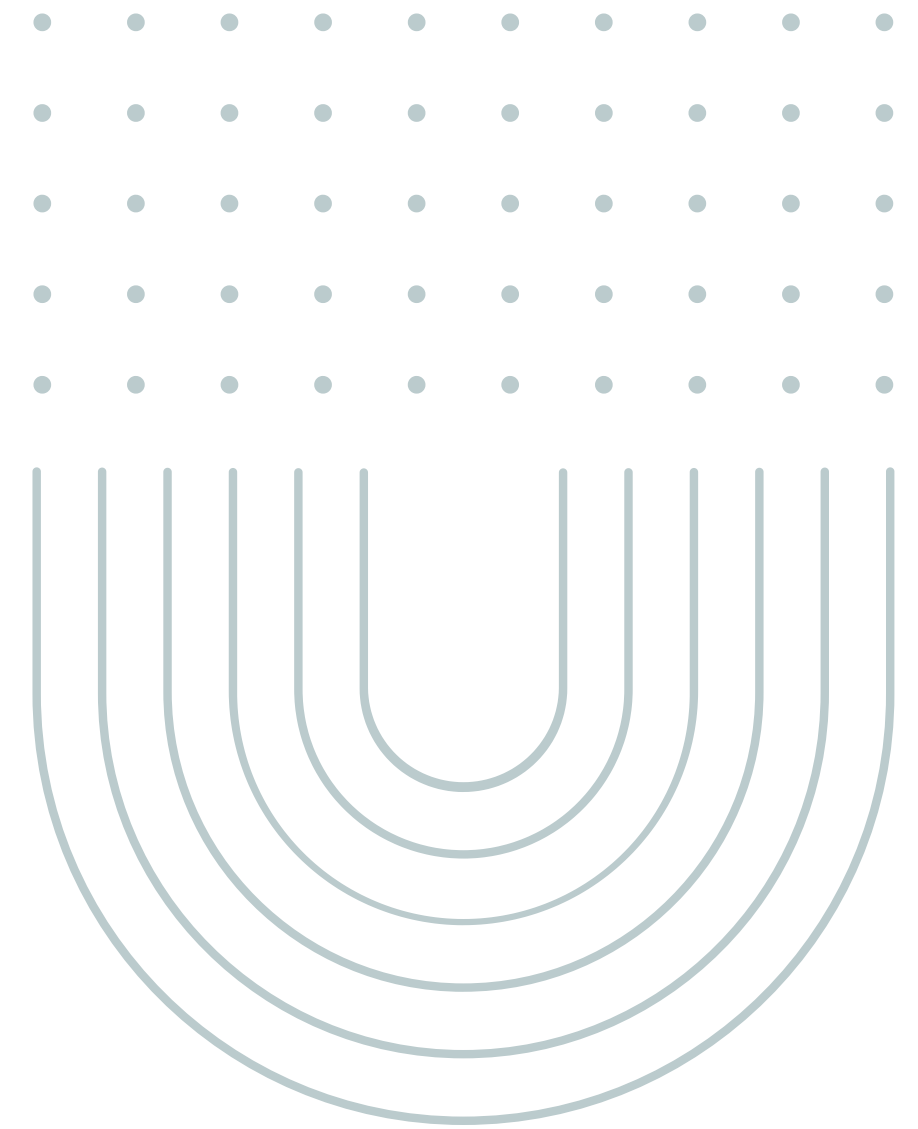
PRODUCTION INTEGRATION

To connect shows to EDI initiatives and support outside community organizations.

03

INCREASE AWARENESS IN OFFICE

To support members of all communities by celebrating and acknowledging heritage and awareness months throughout the year.



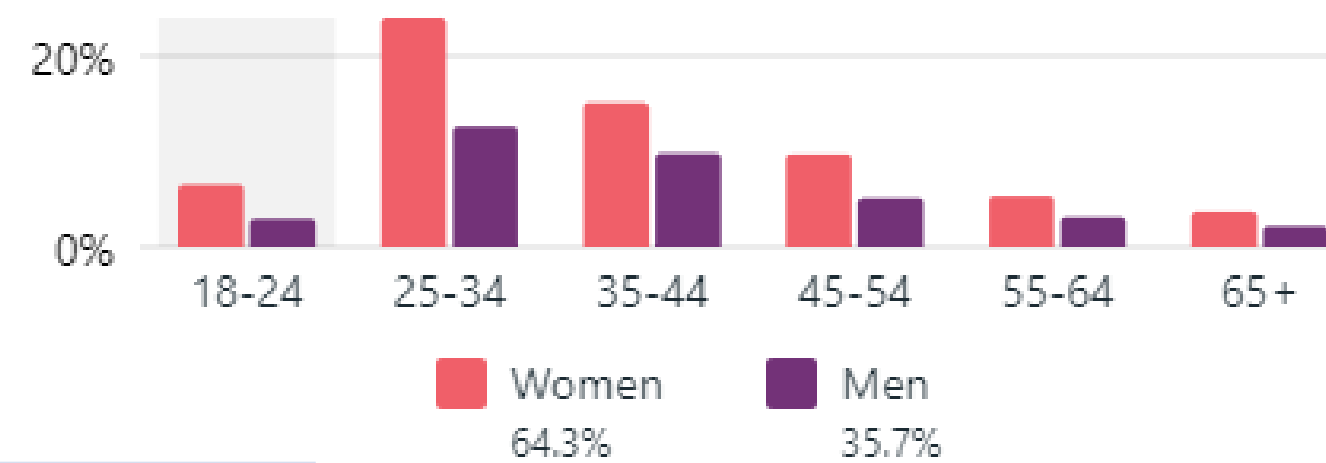
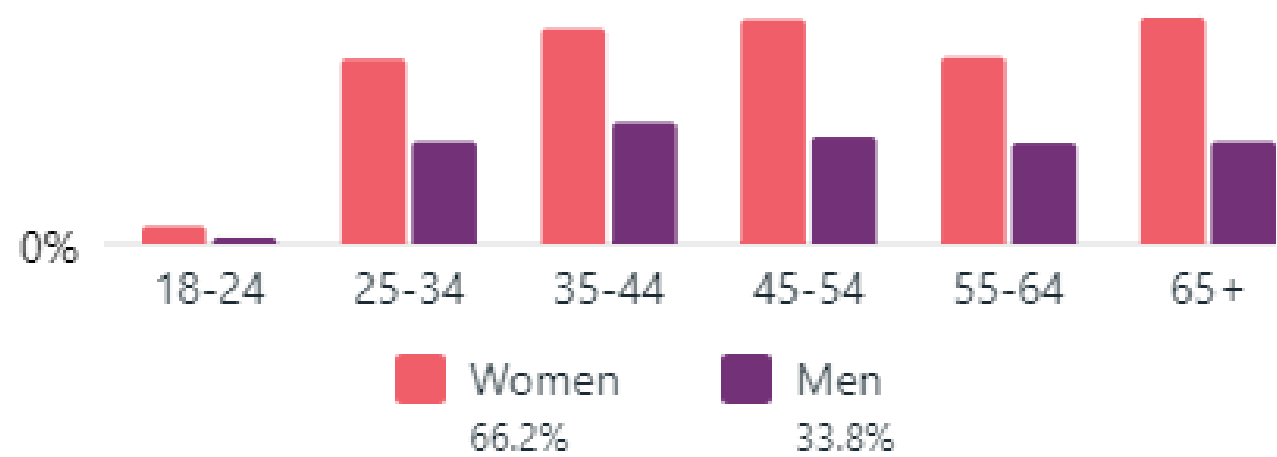
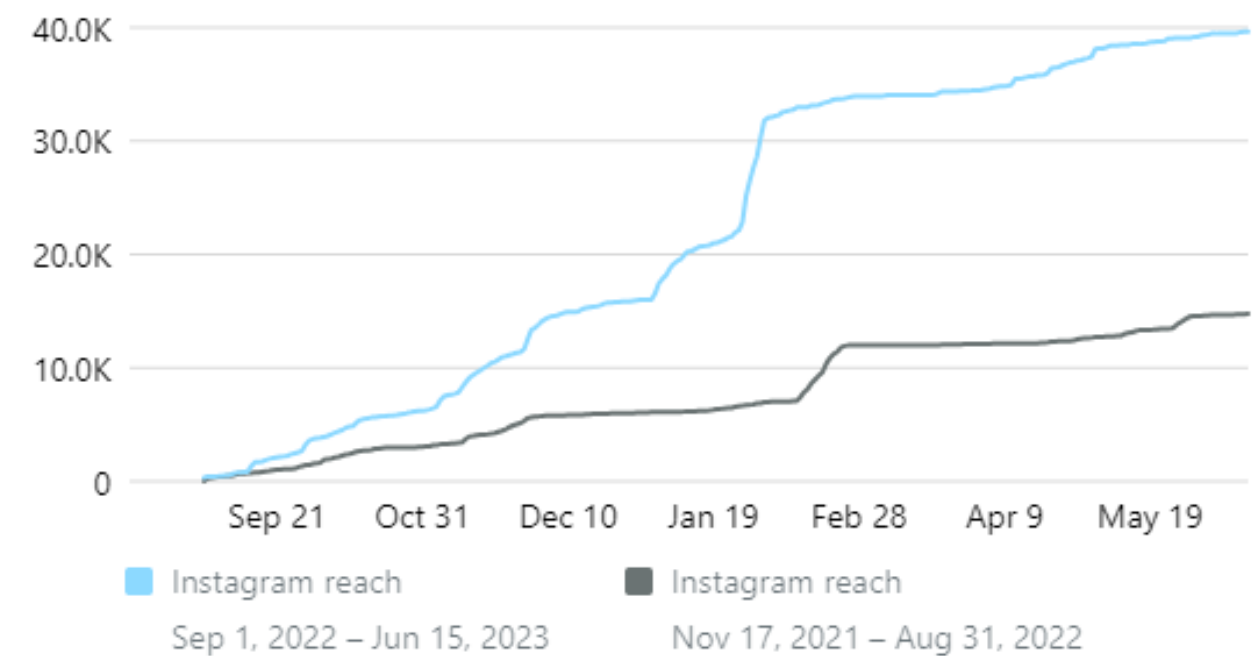
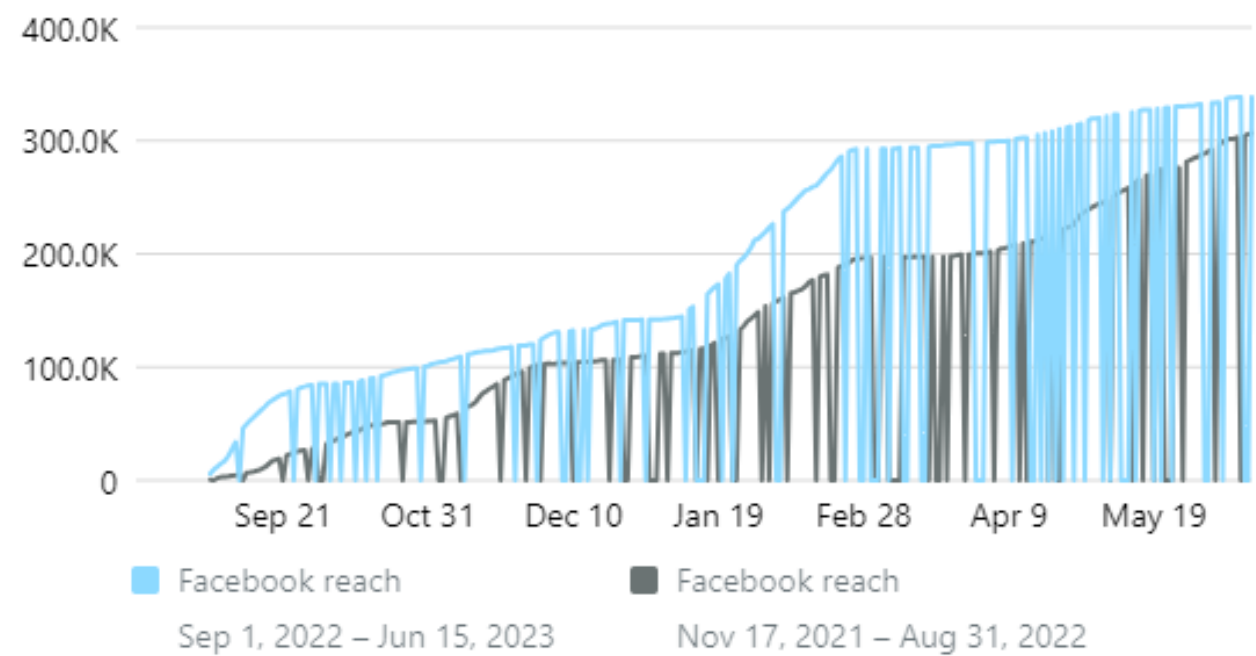
GOALS

SOCIAL MEDIA PRESENCE

Our goal was to increase website and social media presence with more inclusive content that would in turn result in a more diversified audience base. We also wanted to highlight our EDI initiatives with our community partners. We connected with the Skokie Public Library, Advocating Justice Chicago, The Korean Performing Arts Center, and the Mitchell Museum of the American Indian.



SOCIAL MEDIA PRESENCE



168.8% *increase in engagement and reach on social media as compared to last season*



SEASON OF CONCERN

Northlight raised \$16,197 for the Season of Concern Campaign during Georgiana and Kitty. Season of Concern is an organization that provides direct, short-term emergency financial assistance to Chicago-area actors, directors, designers, technicians, playwrights—anyone working in the theater.



IRANIAN DONATIONS

Andy Warhol in Iran told the fictional story of a real life struggle continuing in Iran. We collected over \$5,000 in donations to donate to the real life heroes fighting Farhad's fight in Iran today.

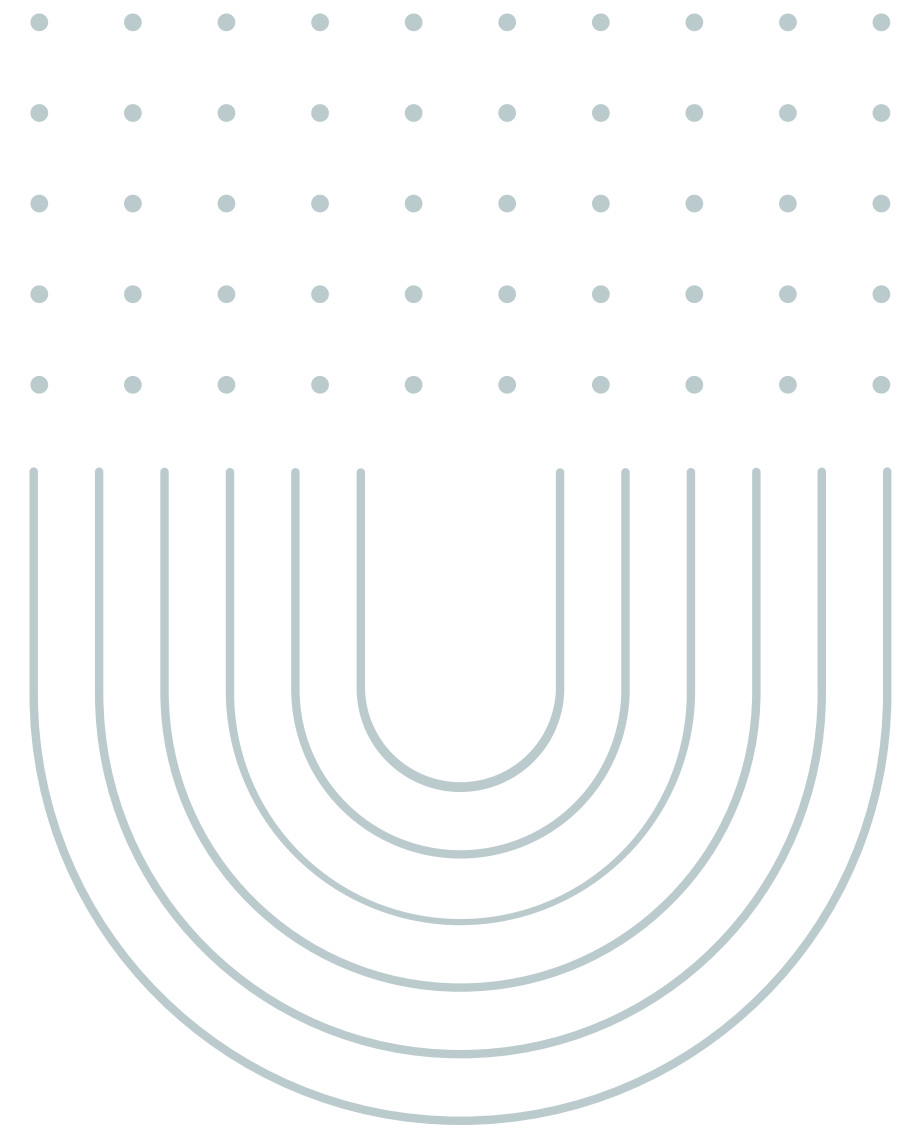


CULTURE MAKERS

Four panelists from the Skokie AAPI community sat down to talk about AAPI visibility and voices as it related to The Porch on Windy Hill.

Lisa Helmi Johanson sat down with Nancy Kim Phillips of the Skokie Public Library to talk about AAPI inclusion, visibility, and belonging in our communities. Learn more at northlight.org/going-beyond-the-porch

All proceeds from album sales went to Advocating Justice Chicago, raising over \$600



PRODUCTION INTEGRATION

FEBRUARY

HAPPENING THIS MONTH
BLACK HISTORY MONTH
ANDY WARHOL IN IRAN

February is Black History Month EVENTS

Not required, just ways that the EDI Committee has put together if you'd like to get involved in the community this month.

Click an event to learn more

Pre-Civil War Quilts: Secret Codes to Freedom on the Underground Railroad

Evanson History Center | Feb 27-8 pm | \$10
an in-person presentation by Connie Martin. Drawing from her own family history, Martin will tell of her enslaved relatives, who were captured in West Africa and survived the Middle Passage. Martin's presentation highlights her family's stories of secrecy, codes, and fugitive slave escape routes from South to North.

Dance Like There's Black People Watching: A Black Excellence Revue

The Second City | Fridays and Saturdays at 8 | \$29 - \$59
Let Second City deliver a dose of brilliant Black Joy to melt the icy Chicago winter! With an ensemble of rising comedy stars, Dance Like There's Black People Watching: A Black Excellence Revue is bursting with brand-new sketches, songs, and our world-famous improvisation, here to warm your soul and make you laugh out loud.

Chicago Black Restaurant Week

Restaurants TBA | Feb 12 - 26
Be prepared to experience TWO FULL WEEKS of great eats, great deals, and great events! CBRW is the only Black Restaurant Week in Chicago and was created out of the desire to see black businesses flourish and maintain longevity by garnering the support of the community.



NEWSLETTERS

Each month, a newsletter is sent out to the staff with news about the office, including EDI initiatives for the month.

FIELD TRIPS

The staff visited the Mitchell Museum of the American Indian and the Holocaust Museum

TRAININGS

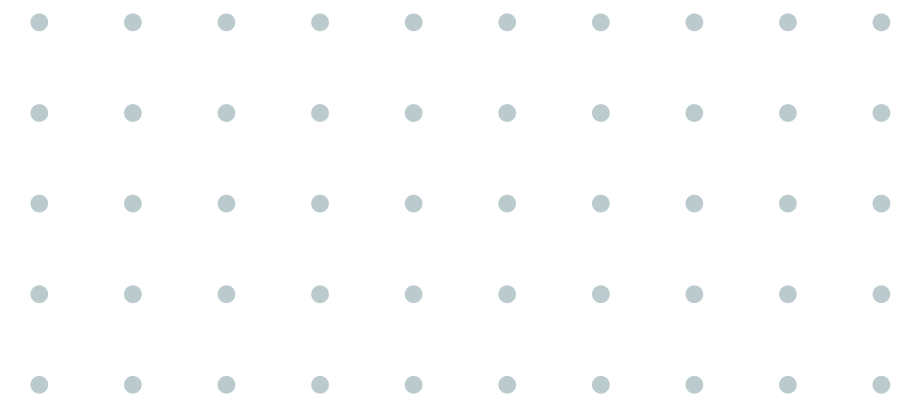
Staff participated in conflict resolution training led by Northlight teaching artists, demonstrating how to work through workplace conflicts.

A - Agree to Work it Out



Change mindset to have a willingness to solve the problem and make clear goals/intentions.

Image by brgfx on Freepik



Our goal was to celebrate and highlight different cultures and identities each month in the office. We did this by celebrating a different heritage month each month, posting flyers around the office with resources as they relate to awareness months happening throughout the year, and sending out information in monthly newsletters to staff.

OFFICE AWARENESS

FUTURE GOALS

Goals

Open Communication

Staff members feeling open and comfortable coming to the committee

Suggestion Box

Allowing an anonymous place for employees to give feedback

Training

Creating more training opportunities such as the conflict resolution training to educate employees on their rights.

Purposeful Action

Being more intentional about actions

Purchasing

Intentionally supporting small businesses

Recruitment

Creating proposals outlining best practices

CONCLUSION

This year, the EDI committee made strides to bring awareness and celebration to all communities.



Social Media

Our social media presence grew by 168% and included an increase in EDI related content. Our audiences are skewing away from 50-60 white males from the suburbs and into younger women from downtown.

Production Integration

We raised over \$5,000 dollars to donate to Iranian organizations during the run of Andy Warhol in Iran

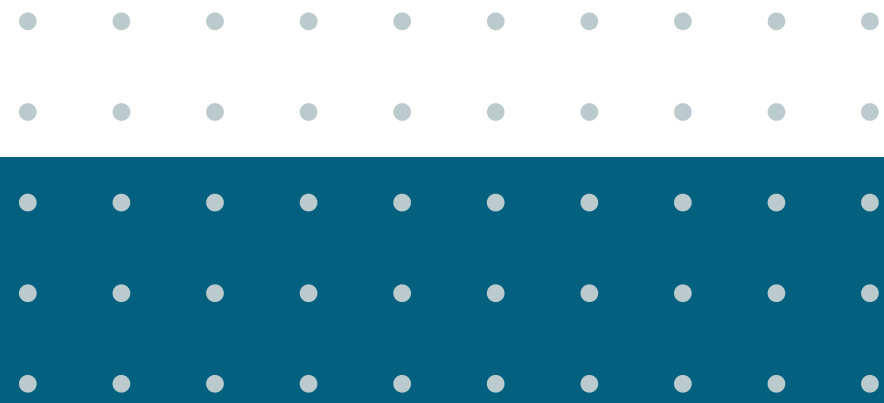


Office Awareness

Monthly newsletters continue to be sent to staff informing them about EDI initiatives, heritage months, and celebrations.

CONCLUSION

As the Northlight EDI committee continues to learn and grow, we hope to become a prominent force in the workplace where employees and artists of all backgrounds feel safe and comfortable approaching the committee with thoughts, ideas and concerns. We also hope to continue highlighting and celebrating all of the voices that make Northlight, Northlight.



THANK YOU

