EDI PROGRESS REPORT
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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.
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
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 heros 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

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.
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.

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.
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.
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