



Hey there friend. We are so excited to welcome you to the Spring EDI (Equity, Diversity, and Inclusion) Newsletter!

During the year, PCPA would like to continue to issue seasonal EDI newsletters to keep our community up to date on EDI-related progress at PCPA and beyond! This newsletter provides a space to highlight transparency updates, resources, glows & grows, and more. All can be found here!

Glows and Grows

PCPA Glows

Our 'glows' refer to our company accomplishments

- Guest Staff Members Survey
- New Building T for Costume, Props, Scenery
- Conservatory Tech Director to be an AHC District position
- Costume Shop Restructure of 2 Asst Costume Shop Managers
- More of a standardized recruitment process
- Outreach dept gaining more traction- Summer Camps!
- River Bride- Full BIPDC cast, director, costume designer
- Started EDI-related workshops for students and interns
- Wardrobe Culture Statement
- Wardrobe Intimacy Practices
- New Hire Buddy Program
- Content advisories

PCPA Grows

Our 'grows' refer to our work in progress or improvements

- Welcome Packet for guest members
- Updating Company Policies
- Welcoming and belonging practices
- More centralized communication pathways
- Sound system
- Building in more rest practices
- American Mariachi web pages translated to Spanish

For a refresher of all ongoing and established tasks, review our EDI page at <https://pcpa.org/edi>

Reminder statement: We acknowledge that EDI work is a work in progress, and it is not merely a set of tasks. We celebrate all of humanity and progress, not perfection. We are united by this effort, stronger together as a collective. Change for the "we" begins and ends with "me."



Finding Common Ground

Only three times in a century will Easter, Passover, and Ramadan fall at the same time. This year, 2023, marks one of those rare occurrences! Extraordinarily, last year, 2022, a three-holiday overlap occurred as well, marking an exceedingly rare back-to-back confluence. [Passover](#) celebrates freedom and liberation from slavery in Egypt. [Easter](#) commemorates the resurrection of Jesus, and [Ramadan](#) is a month of commemoration of Muhammad's first revelation. [\[click on hyperlinks to learn more!\]](#)

The culmination of all three holidays gives us the chance to spark conversations and cultivate greater awareness outside our own faiths and practices.

While it is not unusual for Easter and Passover to overlap, Ramadan is the holiday that tends to fluctuate. The three aligning in the same week happens less than once every 30 years and is seen by spiritual leaders as a time to celebrate a shared common ground and unity.

Rabbi Andy Koren describes it as an "awareness that this is a time of tremendous celebration, spiritual connection, community connection and spiritual depth [for so many of us]."

All three holidays mark a time for reflection, contemplation, community, and celebration. Yet all three holidays are observed differently, which opens the opportunity for conversation and dialogue—like one this newsletter might just spark today!



Broadway History

Broadway History happened this week! *The Thanksgiving Play* by Larissa FastHorse opened on Broadway this past weekend on April 20th – making FastHorse the first Native American woman known to have a play produced on Broadway. Here is a fun article to link to celebrate this moment in Theatre History! [The New Yorker](#)

FUN PCPA TIE IN –

PCPA was "ahead of the curve" and produced *The Thanksgiving Play*, over Zoom in Sept 2020 and had great talkbacks full of interesting conversations following the performances. *The Thanksgiving Play* won Best Streaming Play from BWWWorld Santa Barbara that year!



Resources

Students & Interns

[AHC's Virtual Care Group](#)

PCPA Company

[Mental Health Resources for PCPA Community](#)

Feedback

If you have any questions, contact the EDI Committee at EDI@pcpa.org.

We would love to hear from you and learn from and with you. Do you like the newsletter? What would you keep or change? What are your thoughts about PCPA- Pacific Conservatory Theatre's EDI work?

Let us know through the [PCPA EDI Feedback Form](#)

