

Case Study: Fostering Inclusion in a Community Theatre Production

Background:

You are the director of a community theatre production titled "Harmony on Stage," which is set in a diverse neighbourhood. The play revolves around themes of unity, cultural diversity, and the power of collaboration. The production involves a cast of volunteers from the local community, including both experienced actors and newcomers, each hailing from different cultural backgrounds.

Conflict:

During rehearsals, a significant conflict arises between two lead actors, Juan and Amina, who are portraying characters from different cultural backgrounds. Juan believes that his character should exhibit more traditional values and behaviours from his cultural background, while Amina argues for a more modern and universally relatable approach to the character.

Juan's perspective: He is passionate about ensuring the character's cultural authenticity but is concerned that this may reinforce stereotypes.

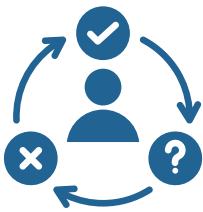
Amina's perspective: She believes that a more contemporary portrayal will resonate with a wider audience, but is worried that it might dilute the cultural representation.

Production Goal:

The central goal of the play is to celebrate the cultural richness of the community, promote unity, and provide an authentic representation of the neighborhood's diversity on stage. The production aims to resonate with both the local community and a broader audience by addressing shared human experiences and cultural distinctiveness simultaneously.



Case Study - Reflection Questions



Inclusive Decision-Making:

- How would you, as the director, approach the conflict between Juan and Amina regarding their character portrayals?
- What strategies could you employ to facilitate a constructive conversation and ensure that both perspectives are respected, ultimately guiding the creative process towards an inclusive portrayal of cultural diversity?



Diversity and Representation:

- In light of the conflict, how can you, as the director, ensure that the characters and storyline honour the cultural backgrounds and experiences of the actors involved, while also promoting authenticity and respect?
- What steps can you take to ensure the balance between traditional and contemporary aspects is achieved?



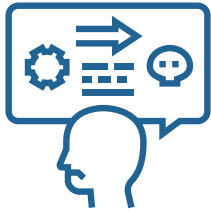
Unconscious Bias:

- Reflect on your own potential unconscious biases as the director and the biases that might affect the cast and crew.
- How might these biases influence the dynamics of the production and the portrayal of diversity, and what can be done to mitigate their impact?



Case Study - Reflection Questions

Microaggressions:



- Consider the interactions among the cast and crew. Can you identify potential microaggressions that may arise during rehearsals or performances?
- How can you address or prevent these microaggressions to create a safe and inclusive environment for all participants, especially considering the tensions between Juan and Amina?



Being an Upstander:

- As the director, what specific actions can you take to be an upstander, actively promoting inclusion and diversity within the theatre production?
- How might your role influence the attitudes and behaviours of the cast and crew, and what initiatives can you implement to foster a more inclusive and authentic performance?



As the individual responsible for overseeing the project on behalf of your organisation, you hold a vital leadership position in how you confront this challenge. Your choices and the actions that follow carry significant influence on all the individuals participating in the project.

