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For newsletter address changes or deletions, send them to the Transitional Manager of Operations at boxoffice@langhamtheatre.ca

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props@langhamtheatre.ca

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Equity, Diversity and Inclusion Workshop Report

Submitted by Don Keith

On May 27, a Zoom workshop entitled "Why Now? A Case for Equity" was held. It dealt with the topics of equity, diversity and inclusion.

"Don't try to boil the ocean" – good advice coming from our Workshop Leader Paulina Grainger from the Inter-Cultural Association of Victoria.

Paulina guided board members, staff and committee members through an intensive and very complete introduction of how to answer the questions:

- Why now?
- How to start?
- Where do we need to go?

This workshop was the first of a series planned by Langham's Education Committee and the Board of Directors. We are committed to three more sessions at a later date. These next workshops will be open to builders, stage managers, actors, volunteers, members of Langham Court Theatre and the public.

Paulina asked us to test the temperature of our group. "What are we doing and what are our goals?" she asked. Do we have a place of safety created by a sense of belonging?

"Diversity means being invited to the party. Inclusion means being asked to dance," she said.

We must develop a plan How can we move forward step by step? Imagining is what we do in theatre. We must devise a plan to extend to creating policies and practices that promote equality, diversity and inclusion.

"This will be difficult and is not an easy or quick fix," she said. "We must try, perhaps

EQUALITY VERSUS EQUITY



In the first image, it is assumed that everyone will benefit from the same supports. They are being treated equally.



In the second image, individuals are given different supports to make it possible for them to have equal access to the game. They are being treated equitably.



In the third image, all three can see the game without any supports or accommodations because the cause of the inequity was addressed. The systemic barrier has been removed.

"One thing that I took away from last night's workshop was the difference between EQUITY and EQUALITY. I have always thought that they were one and the same. The visual imagery added so much and will stay with me always." – Penny Pitcher, Committee Member

fail, then try again. It's an endless process and there is no easy answer."

If we are open, honest and patient, we will be able to evolve and create in a new world.

"Be patient, gentle and kind with one another. I would add forgiving."

– Janine Longy, Member-at-Large.

"I am very happy that Langham has undertaken this work and am grateful for the opportunity to be a part of it."

– Jan Streader, Committee Member

Please note that there will be no newsletter for July. We will be back in August with our new season and more Langham news.



Playwright, Dael Orlandersmith
in a performance of her play,
Until the Flood.



Attitude Theatre, Langham Court Theatre
and Bema Productions are pleased to
announce a collaborative project planned
for opening Fall/Winter 2021.

Until the Flood

by Dael Orlandersmith

Until the Flood is a compassionate and provocative play written in response to the 2014 killing of a young black man, Michael Brown, in Ferguson, Missouri, by a white police officer. It is the culmination of numerous interviews conducted in the St. Louis area by the playwright in the aftermath of the shooting. The characters are composites of the actual citizens interviewed, reflecting diverse perspectives and the play illuminates the impact that a single tragic event can have on an individual and the broader community.

Until the Flood is a community response to race, a story of our shared humanity and attempt to reach a common understanding.

We look forward to announcing our cast and production team in the near future.

A Breakdown of the Numbers

Recently, Marilyn Kuss conducted an analysis of the productions that Langham Court Theatre has staged over the past few years. In light of criticisms concerning inclusion and claims that “the lack of diversity at Langham is a direct result of the unsafe racist environment there that has continually pushed out BIPOC,” it’s informative to see the numbers.

SUMMARY AND MY THOUGHTS

by Marilyn Kuss

- I looked at 57 programs from Langham productions, 2011 to 2020 inclusive, approximately the last 10 years.
- 29 productions had male Directors, 21 had female Directors, and seven had male and female co-directors. I think this puts Langham in a favourable light regarding male/female diversity.
- 37 had at least one BIPOC volunteer involved in the production (64.9% of the productions had BIPOC participation)
- Of the 37 BIPOC volunteers, 24 were non-repeats, ie, Vinnie Chadwick and Rosemary Jeffery are very active Langham volunteers. Nonetheless, these

24 volunteers represent a 42.1% BIPOC participation rate amongst volunteers.

- 20 plays had BIPOC actors, this means 35% of all the productions in the last decade had BIPOC actors. All of this comes as a surprise to me. And, yet, in an odd way, I have no idea what I was expecting. Once again, this is why it was good to look at the information.

- However, of the 20 roles mentioned previously, there were only 13 different actors. The percentage now becomes 22.8% of Langham productions in the last 10 years had a role played by a BIPOC actor.
- 38 plays had BIPOC volunteers anywhere but acting – backstage, crew, Board member, set building – anywhere the volunteer’s name appeared in the program. This means 66.7% of the plays had BIPOC volunteers. While this sounds impressive, I know that it includes many repeat efforts by various individuals. If wanted, this could be further delineated.

I tried to count accurately but a better method would be to enter the information into a database and let the computer do the counting. It really is better to have facts to work with.

Thank you Marilyn for putting in the time and work of going through our archived photos to compile this information. These are very hopeful numbers but we still have a lot of work to do with increasing diversity in our theatre, and insuring equity and safety among our volunteers.



A promo shot of the cast of Langham’s 2016 production of *Stepping Out*.

COMING IN JUNE

In support of our wonderful Langham Court Theatre
TWO VERY SPECIAL OUTDOOR SALES



Giant Garage Sale

Saturday, June 5
8:30 a.m. to 2 p.m.

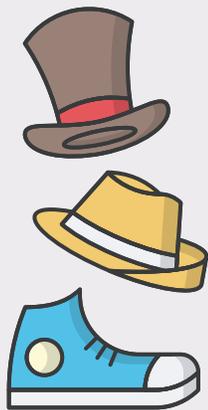


A fundraiser toward purchasing a much-needed
new commercial vacuum cleaner for LCT.

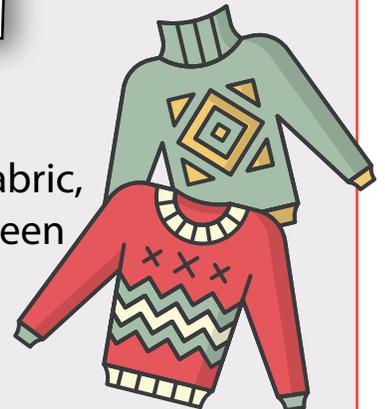
Featuring household treasures, home decor, lighting, art, vintage,
and much more.

Costume Loft Sale

Saturday, June 19
9:30 a.m. to 2 p.m.



Vintage clothing, furs, jewellery, shoes, bags, fabric,
treasures ready for upcycling, cosplay, Halloween
or a fab find for your wardrobe
MOST UNDER \$5



Come! Bring Friends!
Celebrate Langham!

Need info? Please contact:

Jackie or Jean (garage sale) jaxearly@googlemail.com

Linda or Wendy (costume sale) costumeloft@langhamtheatre.ca

NOTE: Sales will be held outdoors, observing COVID protocols.
Dates are subject to public health advisories.
Special parking only.

Langham Court Theatre/Theatre Carpe Diem presents
HE SAID AND SHE SAID and FOURTEEN

SATURDAY, 5 JUNE, 7–9 p.m.



Join us for a zoom reading of two hilarious one-act comedies: *He Said and She Said* shows the far-reaching effects of gossip and hearsay, and *Fourteen* gives us a glimpse into the social mores of the early 1900s. The playwright, [Alice Gerstenberg](#) (1885–1972), was also an actress and activist best known for her experimental, feminist drama.

This Langham Theatre/Theatre Carpe Diem co-production features Linda MacLean, Sean Coleman, Eric Grace, Ena Van Zoeren, Deirdre Tipping, Suzanne Moreau, Eric Henwood-Greer, and Philippa Catling.

PLEASE NOTE: When you join our performance, please make sure that your video (camera) and microphone (audio) are turned off so as to not disturb the performers.

[Please click here on June 5 at 7 p.m. for the zoom link.](#)

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Other Theatre Happenings



Victoria Fringe Lottery Update

From Intrepid's Website

We are currently planning for the 2021 Victoria Fringe which will be focused on local BC artists and wanted to provide an update on artist applications. Normally the Victoria Fringe local early bird lottery would take place in early December and the main lottery in January, but of course, this is not a normal year.

When we cancelled the 2020 Fringe, many companies in the festival chose to defer participation to next year. As a result, we won't be holding a Victoria Fringe lottery for 2021. Likewise, the 2020 Fringe Indigenous Artist Program lottery spot has been deferred to 2021, so this program will also not be accepting applications for 2021. At this stage, we are also not accepting Fringe Site Specific Applications for 2021.

As conditions are constantly evolving and subject to change, we will share any updates via the Intrepid Theatre artist e-news and will post them on this page. You can [sign up here](#) for the artist e-news and read below for details on past festivals.

Questions?

Feel free to contact Fringe Producer Sammie Gough (sammie@intrepidtheatre.com or 250.383.2663)

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Diverse Musicians Wanted!

Saanich Summer Music Program in the Parks

Saanich will be hosting a series of smaller, personal performances in outdoor areas this summer. Saanich is looking for culturally diverse solo, duo or trios of performers who might perform traditional instruments or traditional songs from around the world.

Performers can be any age as long as they have the confidence to perform in a public park or other community location for one hour duration. There would be no stage, just a small performance area laid out to give protective space to the artist. The performance locations would be selected from across Saanich. So whether you are a family of musicians or friends who jam together, Saanich will work with you to provide a performance for the community.

All performance locations and dates will be coordinated with the performers. Honorariums provided for performances. If you or someone you know might be interested, please contact Jason Jones at 250-475-5427 or jason.jones@saanich.ca

