

RALPH GREGORY KRUMINS

Antiracism, Diversity, Equity, and Inclusion Statement

As educators and facilitators of theatre, our most important job is to create an environment of safety and inclusion. Our goal is to not only create a place where artists are free to speak their minds but also a laboratory where our perceptions and expectations are expanded to encompass the beliefs and practices of multiple perspectives.

Anti-racism

It has become evident that to fight against racism, one must actively combat racism at every waking moment. Passive engagement will not suffice. My teaching practices and creative process confront racism and allow myself and others to recognize their own biases. As educators, we must continue listening and educating ourselves on the shifting landscape of antiracism in the world and in the classroom.

Diversity

With multi-faceted backgrounds, identities, and experiences we as artists and collaborators have the unique opportunity to build moments that magnify ourselves. A diverse community, methods, and inspirations are important to encapsulate all manner of voices and visions to elevate our offerings, and to ensure all participants and audiences feel seen and valued.

Equity

It is our duty as educators to meet our students where they are in their educational journey. We must actively recognize and dismantle systemic barriers that hinder opportunities for students and our communities. It is upon us as teaching artists to provide resources, support, and accommodations to every student and allow the greatest success.

Inclusion

A space that is absent of judgment encourages the greatest risks. To build that space, it is paramount that everyone feels accepted and eager to participate. The implementation of open communication and free collaboration allows students to contribute meaningfully, allowing themselves and others to gain from all who participate.

This ADEI is not just a statement, but a purposeful plan and reflective process that allows me to challenge my perspectives and guide my actions in my classroom. A diverse, safe, open, and positive environment allows students, educators, and audiences to radiate growth.