

# CREATING CARE:

# AN INTRO- DUCTORY GUIDE

THE

**CARE**

COALITION

# THE CARE COALITION

The **FOLLOWING GUIDE** is an **OUTLINE** of the steps taken by students & faculty at the **OKLAHOMA CITY UNIVERSITY WANDA L. BASS SCHOOL OF MUSIC** to establish a **SAFE SPACE** where marginalized students and their allies could **VOICE THEIR NEEDS, FEEL HEARD, AND BEGIN ENACTING CHANGE** in their campus community.

This endeavor led to the birth of **OCU CARE**.

These are by **NO** means the **HARD** and **FAST** rules to establishing a safe space in **YOUR** performance program.

This is simply **ONE WAY** to go about it.  
Find the parts that **WORK BEST FOR YOUR SCHOOL** and  
**RUN WITH IT.**

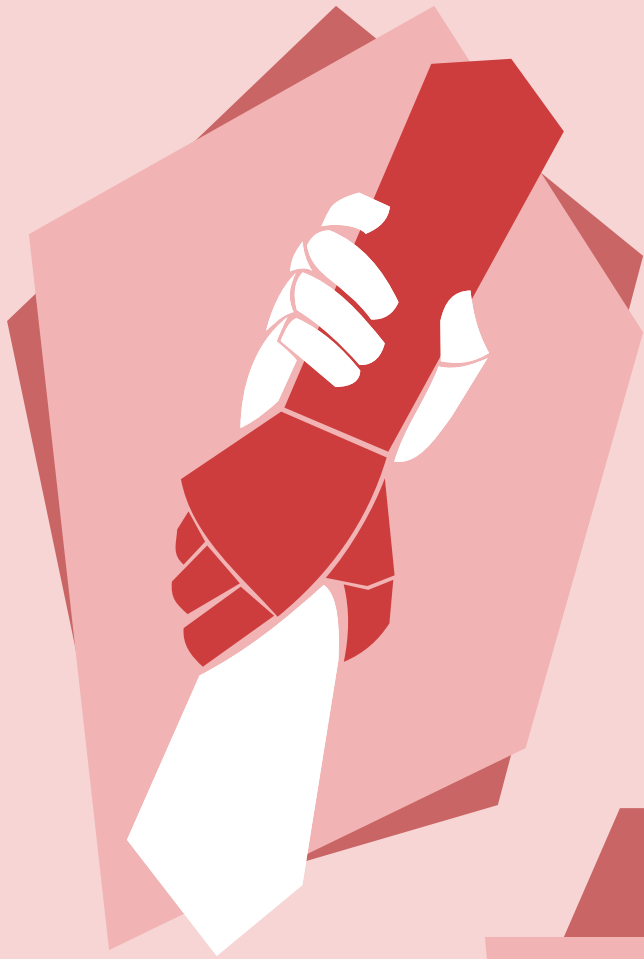
You've got this.

# THE CARE COALITION

**DESIGN BY NASIR PANJWANI**



# What is CARE?



C REATIVES FOR  
A RTISTIC AND  
R EALISTIC  
E QUITY

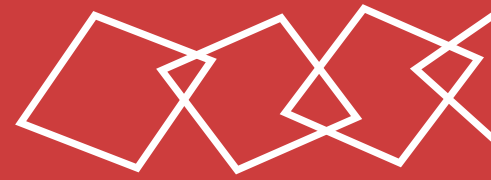
## EQUALITY vs EQUITY

To put it simply, equality is sameness while equity is fairness. Equality would be providing all people the same resources despite some coming from disadvantaged backgrounds or being part of marginalized communities, but equity would be providing those from disadvantaged backgrounds or marginalized communities with the specific resources and opportunities they need to be as successful as their non-marginalized peers and colleagues.

## OUR MISSION

Our mission is to **foster** and **maintain** a safe environment where our marginalized students can be heard, and to **implement action** in order to **educate** our community and ensure **equitable opportunity** for the marginalized groups at Oklahoma City University and in the performing arts community as a whole.

# Who *is* INVOLVED?



**STUDENTS!**

**FACULTY MEMBERS**

**COUNSELING  
SERVICES**

**OFFICE OF  
DIVERSITY & INCLUSION**

**ALUMNI**

**INDUSTRY  
LEADERS**

## BRANCHES

We have modeled our coalition after the Rock the Audition coalition and established these branches of representation:

**LGBTQ+  
INCLUSIVITY**

**DISABILITY,  
NEURODIVERGENCE,  
& ACCESSIBILITY**

**RACE AND  
ETHNIC  
DIVERSITY**

**MENTAL  
HEALTH &  
WELLNESS**

**AS THE ORGANIZATION  
GROWS  
MORE BRANCHES CAN  
DEVELOP**



# What are the STEPS?



## 1 RECRUIT

We sought out and recruited students and faculty with a great passion for these issues and making change on campus.

We held an initial meeting to introduce ourselves and share our personal reasons behind our involvement.

## 2 INITIATE

## 3 MEET

We held meetings dedicated to each branch of the coalition in order to hold space for that community, ruminate on potential actionable items as a starting point for our work, and invite industry leaders to contribute to our discussions.

(We're in the process of copyrighting this name so we can pilot CARE programs all over the country!)



We named ourselves!

## 4 NAME

## 5 DIVIDE

We divided our coalition into teams to focus on each branch, made up of members of the branch's community as well as allies of the community.

We began compiling actionable items to work towards for each of our branches.

## 6 BRAINSTORM

## 7 PLAN

We began work planning Town Hall meetings dedicated to each one of our branches for our larger student body to attend.

We created social media platforms (Instagram & Facebook) and an email address for quick and immediate availability of resources and contact information.

## 8 CONNECT

## 9 ELECT

We elected officers, appointed branch leaders, and assigned faculty advisors. Our organizational structure so far includes: President, Vice President, Secretary, Social Media Manager & Team, Branch Leaders, Faculty Advisors, and Alumni Liaisons.

# What is *NEXT*?

These are just a few examples of actionable items we hope to begin enacting and implementing on our campus!

Develop a publicly acknowledged policy that states that diversity & belonging in race, culture, and otherwise is something we value and prioritize on our stages and in our classrooms.

Commit to bringing in BIPOC alumni for master classes and presentations.

Widen the casting lens and reframe the language of character descriptions.

## ACTIONABLE ITEMS

Enactable ideas & projects that work in service of the goals of CARE.

Certify members of our student body and faculty with Mental Health First Aid to care for our marginalized populations.

Host a series of open discussions on racism.

Potential topics include: Racism in the Classroom, Racial Microaggressions, How to Prevent and Redirect Problematic Conversations on Race

Create an annual meeting time for students and faculty to have an open conversation about diversity in casting and programming.

Establish a student-led, faculty-driven Color Cabaret (inspired by UMich students) as a performance outlet for students of color to tell their stories.

Examine the needs on your campus and come up with the best actionable items for your community!

# *Things to* **CONSIDER**

**WE ALL HOLD SPACE  
FOR EACH OTHER**

Preach beyond  
the marginalized  
population you  
know.

Advocacy  
involves  
creating allies!

Connect with  
as many  
resources  
on campus  
as you have  
available.

Establish and  
maintain open  
lines of  
communication  
with your  
university  
administration.

**BE**

OPEN  
TRANSPARENT  
READY TO BE WRONG  
READY TO SERVE

**OCU**

**CARE**

FOLLOW US ON INSTAGRAM (@[OCU\\_CARE](#)) AND FACEBOOK ([OCU CARE](#)) TO STAY UP TO DATE WITH OUR WORK!  
DIRECT MESSAGE US OR EMAIL US AT [OCUCARECONNECT@GMAIL.COM](mailto:OCUCARECONNECT@GMAIL.COM) TO GET IN CONTACT WITH US!

# OCU CARE Anti-Racism Resource Guide

*Reminders: There is no anti-racist test to cram for. Learning is a lifelong practice. Absorb, examine, set goals and reminders, and make it a habit to build these voices and these resources into your life.*

## Films/Documentaries/Series:

[13th \(Netflix\)](#)

[Barry \(Netflix\)](#)

[Becoming \(Netflix\)](#)

[Black Panthers: Vanguard of The Revolution \(PBS\)](#)

[Dear White People \(Netflix\)](#)

[The Hate U Give \(Amazon\)](#)

[I Am Not Your Negro \(Amazon\)](#)

[If Beale Street Could Talk \(Hulu\)](#)

[Just Mercy \(Amazon\)](#)

[King in the Wilderness \(HBO\)](#)

[LA 92 \(Netflix\)](#)

[Let it Fall: Los Angeles 1982-1992 \(Netflix\)](#)

[Malcolm X \(Netflix\)](#)

[The Next Question \(Web Series\)](#)

[Selma \(Amazon\)](#)

[Time: The Kalief Browder Story \(Netflix\)](#)

[Toni Morrison: The Pieces I Am \(YouTube\)](#)

[When They See Us \(Netflix\)](#)

[Whose Streets \(Hulu\)](#)





### **More Resource Lists:**

[Broadway for Black Lives Matter Resource Guide](#)

[NPR: This List of Books, Films, and Podcasts About Racism is a Start, Not a Panacea](#)

[An Antiracist Reading List by Ibram X. Kendi](#)

[Anti-racism Resources compiled by Sarah Sophie Flicker and Alyssa Klein](#)

[Anti-racism Resources compiled by Christin Byrdsong](#)



## **Books:**

*The New Jim Crow* by Michael Alexander

*The Fire Next Time* by James Baldwin

*The Color of Money, Black Banks, and the Racial Wealth Gap* by Mehrsa Baradaran

*I'm Still Here: Black Dignity in a World Made for Whiteness* by Austin Channing Brown

*Between the World and Me* by Ta Nehisi Coates

*White Fragility* by Robin DiAngelo

*How to be an Anti Racist* by Ibram X. Kendi

*Stamped From The Beginning* by Ibram X. Kendi

*Dying of Whiteness* by Jonathan Metzl

*The Bluest Eye* by Toni Morrison

*The Condemnation of Blackness* by Khalil Gibran Muhammad

*Born a Crime: Stories from a South African Childhood* by Trevor Noah

*Becoming* by Michelle Obama

*So You Want to Talk About Race* by Ijeoma Oluo

*The Color of Law* by Richard Rothstein

*Me and White Supremacy* by Layla F. Saad

*A Different Mirror: A history of Multicultural America* by Ronald Takaki

*Why are all the Black Kids Sitting Together in the Cafeteria, and Other Conversations about Race*  
by Beverly Daniel Tatum, PhD

*Race for Profit: How Banks and the Real Estate Industry Undermined Black Home Ownership* by  
Keeanga-Yamahtta Taylor

*The Burning House* by Anders Walker

*A Terrible Thing to Waste: Environmental Racism and its Assault on the American Mind* by  
Harriet A. Washington

*Dear White America: Letter to a New Minority* by Tim Wise

*A People's History of the United States* by Howard Zinn



## **Podcasts:**

[About Race](#)

[1619 Project](#)

[Code Switch](#)

[Democracy Now!](#)

[Floodlines](#)

[Good Ancestor](#)

[Hear to Slay](#)

[Intersectionality Matters](#)

[Justice in America](#)

[Momentum: A Race Forward Podcast](#)

[Pod Save the People](#)

[Reveal](#)

[Seeing White](#)

[Still Processing](#)

[Uncivil](#)

## **Mental Health and Self Care:**

[Free or Reduced Cost Mental Health for the Black Community](#)

[44 Mental Health Resources for Black People Trying to Survive in this Country](#)

[11 Black People Share Big and Small Ways They're Caring For Themselves](#)



## **Black Owned Businesses:**

[75 Black-Owned Businesses to Support](#)

[125 Black-Owned Businesses to Support](#)

[Black-Owned Etsy Shops](#)

[Black-Owned Restaurant App](#)

[Black-Owned Independent Bookstores](#)

## **Active Advocacy:**

[New Era of Public Safety: An Advocacy Toolkit for Fair, Safe, and Effective Community Policing](#)

[Speak Up! Responding to Everyday Bigotry](#)

## **Where to Donate:**

[Black Lives Matter](#)

[Equal Justice Initiative](#)

[NAACP](#)

[A Community Bail Fund Within the National Bail Fund Network](#)

[ActBlue's Split Donation Service – Split your donation between up to 70 organizations](#)

[George Floyd's Family](#)

[Ahmaud Arbery's Family](#)

[Breonna Taylor's Family](#)

[David McAtee's Family](#)

[135 Ways to Donate in Support of Black Lives and Communities of Color](#)

