Asian Ethics and Identity in Theatre

AJ Vafiades

HR Professional in the College of Letters, Arts and Sciences Dean's Office

In collaboration with the UCCS Theatre and Dance Program



Collegiate Program



College of Business

UNIVERSITY OF COLORADO COLORADO SPRINGS

This material was developed by AJ Vafiades and is intended for classroom discussion rather than to illustrate effective or ineffective handling of administrative, ethical, or legal decisions by management. No permission or compensation is needed for classroom use as long as it is acknowledged to be the creative work of the author and the Daniels Fund Ethics Initiative Collegiate Program at UCCS. For public action or electronic posting, please contact the UCCS Daniels Fund Ethics Initiative Collegiate Program at UCCS College of Business at dfei@uccs.edu (2023).

Asian Culture and Representation in the Arts

- Underrepresented in Theatre and Film in America
- Stereotypes in both Film and Theatre industries
- Lack of resources and opportunities for creative evolvement for Asian American performers
- Read more on the Asian American Arts Alliance website: <u>https://www.arts.gov/stories/magazine/2021/2/showing-strength-</u> <u>through-creativity-equity-and-access-arts-asian-americanpacific-</u> <u>islander/making-space-asian-americans-arts</u>



Inspiration and the Project

- My own experience with casting, specifically in Colorado.
- Student Ethics Ambassador with Kevin Landis as part of his *Prologue* series.
- Colloquium for students, faculty, staff, and community members to learn and discuss Ethics in Asian casting and how we can better integrate cultures into our community
- Guest speakers Chay Yew and Vanessa Kai to come to Colorado.





Chay Yew

- Stage director, playwright, and producer born in Singapore.
- Based out of NYC
- Known for *Porcelain, A Language of Their Own, Half Lives* and countless other works as a writer.
- Known for directing Ainadamar, Cambodian Rock Band, and Oedipus el Rey.
- Was Artistic Director at Victory Gardens Theater from 2011-2020.



Vanessa Kai

- Chinese American Film Actress
- First Generation
- Based out of NYC
- Known for *Kung Fu* (the CW), *New Amsterdam* (NBC), and *Gabriel's Inferno: Part One* (Passionflix)
- Can discuss experience as a performer of Asian descent.



The Challenges of Ethical Casting in the Arts

- Accurate representation of Cultures
- Inclusivity in Diversity
- Will speak with Chay Yew and Vanessa Kai to hear their own experience with these issues during the talk.



Daniels Fund Ethical Principles: Integrity

- "Act with integrity in all situations." Daniels Fund Ethics Initiative
- Work to fight against stereotypes
- Represent cultures accurately when portraying them
- Work to advocate for fellow artists who are underrepresented, especially if you have the means



Daniels Fund Ethical Principles: Trust

- "Build trust in all stakeholder relationships." Daniels Fund Ethics Initiative
- Show Asian performers dedication to diversity
- Work towards building those relationships and allowing them to trust that they will be represented accurately



Daniels Fund Ethical Principles: Accountability

- "Accept responsibility for all decisions." Daniels Fund Ethics Initiative
- Be willing/able to make mistakes
- Work to improve
- Admit fault and strive to grow



Daniels Fund Ethical Principles: Transparency

- "Maintain open and truthful communications." Daniels Fund Ethics Initiative
- Include unbiased reasoning in casting choices and be willing to share thoughts regarding casting plays/films



Daniels Fund Ethical Principles: Fairness

- "Engage in fair competition and create equitable and just relationships." Daniels Fund Ethics Initiative
- Work to bridge inequity in Asian casting
- Base casting choices on the ability to fulfill the role accurately and justly



Daniels Fund Ethical Principles: Respect

- "Honor the rights, freedoms, views, and property of others." Daniels Fund Ethics Initiative
- Respect other cultures
- Strive for accurate representation
- Conduct proper research about cultures and identities



