



**CONFERENCE:** Nov. 15-18, 2021  
**TRADE SHOW:** Nov. 16-19, 2021

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# **A Seat At The Table:**

## **Diversity and Inclusion in Themed Entertainment**

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**Niyia Mack, Meow Wolf**

**Monica Miklas, Capital W**

**Monai Rooney, Big Break Foundation**

**Nick Taylor, Masterminds Studios**

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# Niyia Mack

Creative Producer, *Meow Wolf*

- Experienced in creating traditional theatre, live events, and experiential entertainment
- Notable Partnerships: CalArts, Speakeasy Society, Pasadena Playhouse, and SXSW
- Based in Santa Fe, NM but shares her talents all over the world



# Monica Miklas

Principal, *Capital W*

- Boundary-pushing, theatre artist connecting people to ideas, causes, and stories
- Founded the radical theatre collaboration organization, *Capital W* in 2015
- Co-founder and member of the League of Experiential and Immersive Artists



# Monai Rooney

Executive Director, *Big Break Foundation*

- Focused on Operations and Relationship Development for *Give Kids The World Village*
- Develops solutions to needs or challenges with enthusiasm and positivity
- Creates roles, programs, and policies leading to the success of organizations



# Nick Taylor

Principal Designer, *Masterminds Studios*

- 20 year veteran of live events, experiential design, and technical entertainment
- Founded themed experience design + build firm; Masterminds Studios in 2019
- Purveyor of “dad jokes” and all things “punny”

# Justice, Equity, Diversity & Inclusion (JEDI)

- **Justice:** Dismantling barriers to resources and opportunities in society, so that all individuals and communities can live a full and dignified life.
- **Equity:** Allocating resources to ensure everyone has access to the same opportunities. Tackling equity issues requires naming and acknowledging that advantages and barriers exist and an understanding of how past inequities contribute to present-day impacts.
- **Diversity:** All the differences between us that determine which advantages or barriers we encounter in our lived experience. We seek to cultivate diversity across gender identity, ability, ethnicity, sexuality, education, and other demographic factors as well as diversity in lived experience and ways of thinking.
- **Inclusion:** Fostering a sense of belonging by centering, valuing, and amplifying the voices, perspectives, and lived experience of those who have historically and contemporarily experienced more barriers based on their identities.



# Organizational Mission & Vision vs. The Real Employee Experience



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# Recruiting & Retaining a Diverse Workforce



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# Uncovering and Confronting Unconscious Bias



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# The Value of Justice, Equity, Diversity & Inclusion (JEDI)



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