

Anti-Racism

Transformation Theatre, Inc shall stand united in fighting to dismantle the systemic racism upon which our American lives are built. We shall use our platform to amplify voices that need to be heard and to recommit ourselves to the inclusion of all people in our organization. Our mission is to tell stories of those who are underrepresented. That mission is now stronger than ever. We remain ever more vigilant in our support of Black, Indigenous, and People of Color (BIPOC) and everyone who is disenfranchised. We stand with our black brothers and sisters, our LGBTQ+ family and allies and everyone who has a voice that needs to be heard above the noise. We believe in action, not just words. Our practice in our first year contained plays that featured BIPOC and many others who are often unheard. In our second year we shall be even more focused on our mission of inclusion and diversity. In our technologically advanced world, we shall extend our outreach worldwide to all who need to be heard.

In order to ensure immediate action, we have devised a plan consisting of specific goals toward inclusion, collaboration, and empowering the voices of BIPOC and LGBTQ+ people in our organization, as well as active steps planned to ensure the execution of those goals. *This is a living document and shall be revised as goals are met and our anti-racist education continues.*

Our immediate goals are as follows:

To include more BIPOC artists in our readings, productions and behind the scenes.

Our immediate plan to ensure the execution of this goal is as follows:

- Selection of plays shall be focused on continuing to eliminate entirely white casts from our seasons, while eradicating tokenism in the casting of productions, thereby trying to make each cast, regardless of size, reflect the greater community.
- No seasons with entirely white and/or cisgender male playwrights. We plan to continue our play selection to include playwrights of all nationalities, genders and beliefs.
- To provide round table discussions with other theatre professionals to address the inequities within our industry.

To commence the search for BIPOC and additional marginalized people to our staff and board members.

We will actively and deliberately return to our original diversified administrative structure; we will recruit BIPOC and LGBTQ+ people onto our staff and Board of Directors so as to better represent our immediate community and empower underrepresented voices in our organization.

Currently, we are a volunteer organization with the goal to increase our future budget to provide a payroll for administrative staff. Our plan is to obtain this budget by year five (April 2024).

Our plan to ensure the execution of this goal includes:

- **Expansion of our Board of Directors** — Transformation Theatre’s Artistic Director and Board of Directors will actively commence a recruiting process with the intention of opening board seats to BIPOC and LGBTQ+ people as members.
- A pledge that the current white members of this organization will continue to educate ourselves on the extent of our privilege, its direct effect on the world around us, and, in so doing, challenge the systemic racism in which we operate. We make this commitment in order to become better allies to the BIPOC in our community.
- We pledge to do this on a personal level and to invest in Arts Equity training for the organization as soon as:
 - 1) our administrative diversification goals have been met
 - 2) it is financially viable for the organization

We are a small theatre organization. As of now, our season of plays is the extent of Transformation Theatre’s programming capabilities. With the uncertainty of COVID-19, it would be irresponsible to project goals for immediate *additional* programming when the future of our organization is so precarious.

For this reason we are setting **longer term programming goals** for our organization: Once our budget allows for productions on the live stage TT, Inc shall,

- Create a program for affordable theatre education at TT, Inc., for the greater community, and the local schools in our community (i.e. affordable rates for local high schools to attend our productions)

- continued programming featuring BIPOC/LGBTQ+ artists and stories

We made the promise to be better — to acknowledge our privilege as a predominantly white organization, and then to educate ourselves and activate within our immediate audience and community.

We have a lot of work ahead of us. This work will not be completed overnight, and we won't always get it right. But we will acknowledge missteps with an apology and a determination to continued improvement.

Transformation Theatre will strive to be the change that we wish to see in the world, and will bring our personal anti-racist convictions of justice, truth, and accountability to our platform.

Some of the work will start now. Some will start when COVID-19 permits our business to operate at its full capacity. Either way, we pledge to reinforce the theatrical tenants of communion and community by building Transformation Theatre up into a reflection of our community.