

## NORTHERN STAGE PROPOSED ACTION STEPS 2020-2021

We, the company of NORTHERN STAGE, vow to address injustices caused by White Supremacy. We believe that if we do not stand strongly and vocally with Black, Indigenous and People of Color, and take action through our art and community, we are perpetuating the racism endemic in our country. Theater is a healing art form, and we will work to heal, reveal, and lift up the voices that White American culture has marginalized for so long.

NORTHERN STAGE acknowledges our responsibility as a predominantly White institution; we recognize the implicit racism in the theater world and we are working together with our community to examine our own practices and to change the future for Black, Indigenous, and People of Color through our work on stage and off. We stand firmly against acts of violence and racism towards BIPOC artists, audiences and administrators. We believe our art and our community are stronger and more vibrant with a multitude of voices.

### 2020 COMMITMENTS TO CHANGE AND ACTION:

- NORTHERN STAGE commits to making work for racial justice an institutional core value and daily practice. We commit to annual mandatory Anti-Racism, bystander and restorative justice training. Training for executive leadership and staff, as well as ongoing anti-racist education for our audiences.
- NORTHERN STAGE commits to deepening our work and engagement with our BIPOC institutional partners including members of the BOLD Theater Women's Leadership Circle.
- NORTHERN STAGE commits to continuing and expanding our work to make our spaces safe for all, and ensuring that our zero tolerance policies on discrimination, harassment, intimidation and oppression are clear, and shared at the commencement of every rehearsal process and during staff on-boarding.
- NORTHERN STAGE actively seeks out those who are different from ourselves, and we value our differences. We commit to equity and transparency in our hiring practices, prioritizing robust BIPOC representation on and off stage. We will support and nurture all BIPOCs in our company, providing a clear path to leadership for BIPOC artists, technicians, and administrators.

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- NORTHERN STAGE builds long term meaningful relationships with artists of color, and we work to make NORTHERN STAGE a place of safety and support for their artistry. We commit to the hiring of personnel adept at the styling and costuming of our artists of color, and to regularly incorporate feedback from our artists into our artistic and administrative processes.
- NORTHERN STAGE commits to working with other nonprofits in the Upper Valley region of Vermont and New Hampshire to launch an ongoing effort of collective impact. We will work

together to recognize and name the lack of diversity in our region and collaborate to make change in our shared ecosystem so that our environment becomes more supportive of BIPOC employees in the future. We are also committed to reaching out to BIPOC communities in the Upper Valley in meaningful partnership and providing new staff and visiting guest artists resources and contacts to BIPOC communities and cultural organizations in the area.

- NORTHERN STAGE will continue its policy of adding previously underrepresented voices to our Board of Directors as a vital ongoing practice.
- NORTHERN STAGE commits to ongoing learning and community engagement. As we continue this journey, we will make anti-racist resources such as workshops, conversations and reading materials available to our staff, board, community, and the public. We will continue this learning in concert with our artistic programming, fostering ongoing conversation and context to the work on our stages.

Northern Stage views our anti-racism work as an on-going, living process. Below are our new commitments to this work for 2022.

- NORTHERN STAGE will include a land acknowledgement on our website and in our lobby that was prepared in collaboration with the Winter Center for Indigenous Traditions. In 2021, we are sharing a virtual stream of an Indigenous play *Kamloopa: An Indigenous Matriarch Story* by Kim Senklip Harvey with our audiences, engaging the artists in a virtual talkback with our community, and our artistic staff is training in best practices to support Indigenous artists in preparation for our five year goal of producing an Indigenous story at Northern Stage.
- NORTHERN STAGE is holding time and space for anti-racism conversations in weekly Senior Management meetings and all company meetings. We are implementing a standing EDI agenda item at quarterly Board meetings.
- NORTHERN STAGE will have an open application process for all staff and apprentice positions. We commit to salary transparency on all hiring and proactive recruitment from BIPOC communities and training programs.
- NORTHERN STAGE commits to no more all-white design teams. We commit to no more all-white casts except when dramaturgically necessary. We commit to identity conscious casting on all projects and to creating an artistic process where all artists can bring their full selves to the work.
- NORTHERN STAGE commits to paying all apprentices \$12 per hour, as well as providing subsidized housing.
- NORTHERN STAGE will hire culturally competent facilitators for talkbacks and community engagement events. When appropriate, we will hire cultural liaisons to develop marketing materials, build relationships with new audiences and host culturally specific events related to our programming.

- NORTHERN STAGE will organize a semi-annual brainstorming and accountability meeting for other theaters in rural, predominantly white areas to continue to develop best practices in EDI for the given circumstances of our region.
- NORTHERN STAGE will provide counseling resources for artists engaging in sensitive materials when appropriate.
- NORTHERN STAGE will require diversity training for all ushers and other theater volunteers.