

**To our collaborators, creative stakeholders, audience, and the wider theatre community:**

In the year since our last anti-racism update, we have returned to live, in-person theatre with the World Premiere of *No Pants In Tucson*. This full production required that we put what we learned into practice.

Between December 2020 and March 2021, we hosted three internal anti-racism assessments: [Performers](#), [Organizational/Leadership](#) and [Production & Design](#). The overarching lens of these assessments was the following question: **How can we ensure the physical and mental well-being of the Black, Indigenous and people of color who are working with us?**

Our intention has been to center individuals who have been disproportionately marginalized, sidelined and harmed in the theatre industry. The actions outlined below exist to counteract historical precedence. While many of these steps are in response to the movement for anti-racist theatre, many of our action items have also been working to end other forms of oppression and to promote care for our collaborators. Here's the beautiful thing about centering anti-racism in your work: it benefits everyone.

*A note about our company:*

We are a fiscally sponsored, volunteer-run non-profit established in 2008. We produce on a project-basis (not seasonal). Our FY21 general operating budget was \$59,903, though our budgets for the previous 3 years have all been \$15,000 or less; it fluctuates when we are in production. We hope that these outcomes may be helpful to other similarly-oriented organizations.

**2021 DEI / ANTI-RACISM ACTIONS**

**→ Creative & Production Hiring Practices**

- ◆ This past year, we worked with 36 artists and technicians representing creative, administrative, production and technical staff. More than 50% of these individuals are people of color; 98% identify as women, non-binary or transgender, and five artists are parents.
- ◆ Curated and commissioned digital series featuring trans artists and artists of color.

**→ Cultural & Individual Agency**

- ◆ Hired an Intimacy Coordinator to lead a physical consent workshop with the ensemble of the show, before we began in-person rehearsals.
- ◆ Paid for Intimacy Captain training for two team members
- ◆ Shared marketing and promotional language with team members for review and feedback

→ **Harm Reduction / Prevention**

- ◆ Formalized a **Code of Conduct** and comprehensive **Anti-Harassment Policy**
- ◆ Established clear parameters and expectations for each role within the production.
- ◆ Made past anti-racism company assessments and commitments available to all new team members.
- ◆ Created a **Tech Guiding Principles document** (based on a designer/technician surveys) emphasizing communication, problem solving, respecting the break schedule and safe working practices, to hang and share at tech rehearsals to keep ourselves accountable.
- ◆ Rented from a performance venue with clear anti-racist values and policies in place.

→ **Reporting Mechanisms**

- ◆ Established a series of reporting mechanisms for all creative stakeholders to use.
- ◆ Adopted Chicago Theatre Standard's Concern Resolution Path.
- ◆ Designated a Non-Equity Deputy (NED; per Chicago Theatre Standards) for the production of *No Pants In Tucson*.
- ◆ Established two points of contact to report harassment, including an individual with a social work background who does not work for the company.

→ **Budget Transparency & Values**

- ◆ Started a practice of sharing the full project budget with core creative team members during the planning process, outlining our financial capacity and budgeting priorities & values.
- ◆ Decreased disparities between fees across positions. (e.g. performer fees vs. outside consultant fees).

→ **Compensation**

- ◆ Substantial increase in artist pay across the board; similarly oriented roles were paid the same (e.g. all designers received a \$1,000 stipend).
- ◆ We provided child care stipends to support three parent artists.
- ◆ During our Summer 2021 training sessions, we provided travel stipends to an AAPI collaborator who did not feel comfortable using public transit.

→ **Safety**

- ◆ Prioritized renting an ADA accessible venue with security and high-quality HVAC system.
- ◆ Hired a Covid Safety Supervisor for all 2021 workshops and the full production
- ◆ Surveyed the team at each phase of development about covid-safety, including COVID comfort level surveys that inquired about tangible and intangible needs.

## **WHERE WE NEED TO DO BETTER & HOW WE WILL DO IT**

- Matching creative team pay rates with technical staff (day hire) pay rates.
- Working towards better compensation of hidden labor along with more equitable pay structures depending on role or position.
- Honoring pay equity values with administrative and producing staff fees.
- Sharing the production budget with the entire creative and production team, not solely core collaborators and key production positions.
- Creating a public financial transparency document for our annual budget.
- Having more robust, meaningful conversations during pre-production about how to support collaborators across disciplines.
- Better and more frequent communication about our reporting mechanisms and conflict resolution tools.
- Schedule parent/caregiver check-ins into the Production Calendar, but outside of rehearsals, in order to create a neutral support space and build affinity relationships.
- Continue working towards a more equitable and humane tech schedule by improving technical and design preparation pre-tech period and, when possible, longer venue rentals.
- Honor our commitment to developing a comprehensive Design/Production Values Statement to be shared with all staff and artists, containing clear information about communication channels & decision making, conflict resolution and reporting.

*The Anthropologists is interrogating the way in which we create and produce theatre, actively dismantling practices that uphold racism, anti-blackness, sexism and other forms of oppression. We are creating a space that is safe, equitable and inclusive for the underrepresented, marginalized and disenfranchised members of our community, and beyond, on our journey to becoming an anti-racist organization. As culture makers, we know we are also culture shapers and we hope that our work may inspire greater change.*

*This document was prepared by Producing Artistic Director Melissa Moschitto with the assistance of Mariah Freda, Artistic Associate; April J. Barber, Creative Partner; Jade Rodriguez, Creative Partner; and Reb Robertson, Managing Director.*