



Given that the Bay Area Living Document has requested Bay Area theatres to publish an Action Plan by August 7, we are sharing our work in progress.

Accountability Report - August 5, 2020

Action Items we have already begun or plan to implement in the next three months.

BOARD

1. The MSC Board has created an Anti-Racism Committee. This committee will bring anti-racist content and/or training to every board meeting.
2. The MSC Board Nominating Committee is actively seeking to build relationships with and recruit Black, Indigenous, and people of color (BIPOC) for board membership, and will remove barriers to participation. We welcome recommendations and self-nominations from the community.
3. We will create a BIPOC Alliance Committee of theatre artists, Teaching Artists, Returned Citizens and community members, which reports to the Board of Directors, with the recommendation that this Committee have at least two voting seats on the MSC Board.

COMPANY

1. We will be sharing a Letter of Commitment, as well as an updated Values Statement.
2. We will educate ourselves and our community about the indigenous history of the land on which our theatres sit, traditional home of the Coastal Miwok, and post information on our website.
3. 38% of our full-time staff self-identify as BIPOC. We will actively seek BIPOC for staff positions that become available.
4. We will create a comprehensive plan for cultural competency and anti-racist training for staff, board, artistic and production company, front of house staff, Teaching Artists in Schools, and Teaching Artists for Shakespeare for Social Justice.
5. We will create a No Tolerance Policy for harassment or discrimination towards black and brown artists, students, audience, and others participating in Marin Shakespeare Company programs.
6. We will continue to share annual [Financial Reports](#) publicly on our website.

ON STAGE

1. Given that theatres are dark for the foreseeable future due to COVID-19, we will use this time to plan for including more BIPOC in upcoming artistic endeavors. Recognizing that BIPOC have traditionally been underrepresented in artistic work at the Forest Meadows Amphitheatre, we will create policies that ensure change.
2. We will convene Returned Citizens to advise how they would like to see this program develop and support them.

EDUCATION

1. We are conducting an audit of the teaching materials we use in the schools and will ensure these materials are anti-racist and richly representative of our community.
2. We will explore alternative ways to structure our Intern Program.
3. We are reaching out to our BIPOC community partners to better understand their goals and priorities and how our tools and resources can best support them.

SOCIAL JUSTICE

1. We will continue to work to bring public awareness to the tragedy caused by poor policy that has made San Quentin State Prison a COVID-19 hotspot.
2. We will continue to provide Alternative Programming and other resources to 13 California State prisons and Alameda Juvenile Hall.
3. We will seek advice from formerly incarcerated actors about how to strengthen and improve our programming in carceral institutions.