



Accountability Report - November 9, 2020

Action Items we have implemented in the past three months.

BOARD

1. The MSC Board Nominating Committee recruited five BIPOC board members. The Board now has 11 white and 5 BIPOC members. We have continued to build relationships with potential BIPOC board members, and will continue to seek more diverse representation on the Board.
2. We have added Board biographies and photos to our website.
3. We created a BIPOC Alliance Council to advise the Board and staff. The inaugural Co-Chairs, Jourdan Olivier-Verde and Kathryn Smith-McGlynn, held two Informational Meetings for potential Council members, and have invited 9 additional artists to join the Council. Council members will be paid an honorarium.

COMPANY

1. We are educating ourselves and our community about the indigenous history of the land on which our theatres sit, traditional home of the Coastal Miwok, and have posted information on our website.
2. With the loss of one full-time staff member, 43% or 3 of our 7 full-time staff self-identify as BIPOC.
3. We are working to 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. Managing Director Lesley Currier is on a Theatre Bay Area (TBA) Task Force advising on how TBA can provide EDI Training opportunities for all Bay Area theatres.
4. We are close to adopting an Employee Handbook that includes a No Tolerance Policy, as well as a robust policy on How To File A Complaint that includes a variety of avenues for reporting, including to the BIPOC Alliance Council and/or anonymously.
5. Managing Director Lesley Currier has participated consistently in the Bay Area Accountability work group led by Mina Morita, Eric Ting and others. All full-time staff members have been encouraged to use a portion of their work hours developing their own anti-racist learning and practices.

ON STAGE

1. We have been convening bi-weekly Returned Citizens Virtual Check-ins, asking returned citizens to advise how they would like to see this program develop and how MSC can best support them, providing creative self-expression opportunities to increase well-being, and announcing opportunities for paid part-time project work with MSC.
2. Our Board approved FY 2021 budget includes line items for EDI training, Intimacy Directors, and a BIPOC Casting position. We are committed to hiring an Intimacy Director for every production involving intimacy, and to having BIPOC participation in all scheduled audition and casting sessions.

EDUCATION

1. We conducted an audit of the teaching materials we use in the schools to ensure these materials are anti-racist and richly representative of our community.
2. We hired 7 of 9 BIPOC Teaching Artists for our virtual elementary school Creative Dramatics programming.
3. We created an Education Committee of the Board, led by two BIPOC public school teachers current or retired, to advise about our education programs.
4. We co-sponsored a webinar *Confronting Racism in Marin*, moderated by Teveia Barnes and featuring six young BIPOC leaders sharing their lived experience of racism in our community.

SOCIAL JUSTICE

1. Through social media and email, we have shared opportunities for public education, advocacy and support of organizations working to remediate California State prisons in a time of COVID-19.
2. We created a Learning Resources page on our website with information about topics we care deeply about.
3. We are providing Alternative Programming to 13 California State prisons and Alameda Juvenile Hall, and have created a section on our website sharing Creative Writing from Inside, amplifying the voices of people who are incarcerated, who are unjustly predominantly people of color.
4. We have sought advice from actors who are formerly incarcerated about how to strengthen and improve our programming in carceral institutions.