



## Accountability Report – June 1, 2021

Action Items we have implemented in the past three months.

### BOARD

1. The Board reviewed in detail the Bay Area Living Document, with Staff discussion policies and procedures to be put into place to reduce future harm.
2. The Board endorsed the Racial Equity Action Plan & Policies [add link] created by the staff. This Plan and Policies is the result of the staff's self-reflection as to how we can learn from We See You White American Theatre, the Bay Area Living Document, and how we can create policies and procedures to reduce future harm at Marin Shakespeare Company.
3. The Board voted to eliminate expected minimum annual gifts and instead ask each Board member to make an annual financial contribution that is significant for them.
4. The Board adopted a Board Member Commitment to Racial Equity that outlines expectations for all current and future Board Members, and which has become part of the Board Member Job Description. [Add link]
5. The Board Chair appointed BIPOC Board members to both the Executive and Nominating committees.
6. Several Board members signed up to participate in Theatre Bay Area's training Pathway to Belonging: Building Anti-Racist Practices at Your Theatre.

### COMPANY

1. We are grateful that Shannon R. Davis has joined our full-time staff as Development Director; among her many great skills and qualities, Shannon is a thought-leader in DEI work in the Bay Area theatre community.
2. We created a Racial Equity Action Plan & Policies. [add link]
3. We added a Commitment to Racial Equity section to our Employee Manual.
4. We continue to work 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.
5. Three staff members participated in Theatre Bay Area's training Pathway to Belonging: Building Anti-Racist Practices at Your Theatre.

### ON STAGE

1. We shared free performances of the 2021 Returned Citizens Theatre Troupe's *Stages of Healing: Voices from the Inside Out*, which uplifts the voices and stories of actors who have survived incarceration.

## EDUCATION

1. We launched our 2021 virtual Play Power program of Creative Dramatics lessons for grades K through 5, offered for free to schools, delivered by multi-cultural Teaching Artists, with Spanish subtitles.
2. We launched a virtual "Discovering Hamlet" program for middle and high schools, in which multi-cultural actors and directors examine the play and its themes from diverse perspectives, and discuss if and how Shakespeare remains relevant to them today. 17 of the 21 artists who worked on the project are BIPOC.
3. 3 of 5 Teaching Artists hired for our summer camps are BIPOC.

## SOCIAL JUSTICE

1. We conducted a Cultural Competency and Trauma-Informed Healing workshop for our Shakespeare for Social Justice Teaching Artists, and created a Company Culture training for students participating in summer camps.
2. We are providing Alternative Programming to 14 California State prisons and Alameda Juvenile Hall, and have created a section on our website sharing Creative Writing from Inside, supporting and amplifying the voices of people who are incarcerated, who are unjustly predominantly people of color.
3. We continue to convene bi-weekly Returned Citizens Virtual Check-ins, and provide part-time employment for more than a dozen Returned Artists, most of whom are BIPOC, for a variety of artistic projects.
4. We are preparing to resume in-person instruction in prisons in June of 2021, providing direct services to people suffering under the oppression of our carceral system.