



Accountability Report – September 8, 2021

Action Items we have implemented in the past three months.

BOARD

1. Eight new members joined the Marin Shakespeare Company Board of Directors. Four are BIPOC, two are ministers, two are working theatre professionals, one is a professional DEI Director.
2. The Board agreed to dissolve the BIPOC Alliance Council. The Council was formed to advise MSC. It met four times and then held a Special Meeting with the MSC Board of Directors. At that meeting, the Council advised MSC to conduct an audit by an outside organization to assess the company culture, pinpoint issues, and help develop a strategic roadmap. The Council also advised the Board to examine the organizational structure of MSC whereby the Managing Director oversees all company operations. Council members felt that they could not continue until this work was completed; therefore, the Board and Council Chair mutually agreed to ask the Board to dissolve the Council, which it did.
3. The Board of Directors hired Authentic Arts, a Black-owned Bay Area consulting firm, to conduct a Company Culture Survey. Results will be shared when available.
4. The Board is conducting an Artistic Director Search and expects to name a new Artistic Director this year. We created an Artist Advisory Search Committee of 5 members, mostly BIPOC, who are advising the search process.

COMPANY

1. We are grateful that Fran Astorga Sanchez has joined MSC as our new full-time Business Manager. Fran is a MEDIA (Multicultural, Equity, Diversity, and Inclusion) Advocate.

ON STAGE

1. We are hosting Sarah Shourd's "The BOX," a play about solitary confinement, at the Forest Meadows Amphitheatre in September. Proceeds will benefit an upcoming national tour of "The BOX." We hope the production will help raise awareness about solitary confinement and how social movements like the hunger strike at Pelican Bay dramatized in this play can spur social change.

EDUCATION

1. We hired Leon Jones, Jr. as our new full-time Education Director. Leon is committed to creating space for other BIPOC/LGBTQIA+ artists. Leon's first project is performing the lead role in "Hamlet," MSC's 2021 Student Matinee production, which features a predominantly BIPOC cast.

SOCIAL JUSTICE

1. We conducted a Cultural Competency and Trauma-Informed Healing Workshop for Teaching Artists in prisons through a grant from the California Arts Council; we hired seven actors who have survived incarceration to participate in the creation and delivery of the training Workshop.
2. We resumed in-person instruction in some prisons in June of 2021, providing direct services to people suffering under the oppression of our carceral system. As each of our programs began, we spent as much time as the groups needed to process the past 15 months, and discuss what the participants needed from our groups moving forward. Managing Director Lesley Currier wrote three blog posts chronicling our first two weeks back teaching in-person at San Quentin and sharing stories of how the men at San Quentin were treated during the pandemic.
3. We continue to provide Alternative Programming in the prisons not yet open for in-person programming, 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.
4. We continue to provide part-time employment for 15 Returned Artists, most of whom are BIPOC, for a variety of artistic projects.