



## Accountability Report – March 7, 2022

### Artistic Director Search

Marin Shakespeare Company completed a national search for an Artistic Director to replace founding Artistic Director Robert Currier, who has been with the company since 1989.

Over 85 people applied for the job. MSC did not require applicants to identify their gender identity or race when applying. However, an approximate count based on information gleaned from resumes, cover letters, and interviews shows that approximately 35% of applicants were female-identifying and 60% male-identifying, and 5% non-binary. Approximately 27% of applicants were BIPOC and 73% not.

The Search Committee consisted of 4 Board members and 3 staff members. Four of the 7 identify as BIPOC (57%), and 4 identify as female (57%).

The Search process also engaged 5 Advisers from around the country, leading theatre professionals who advised the Search Committee on the job description, and candidates. These Advisers were 80% BIPOC and 60% female-identifying.

Fifteen candidates were interviewed by Zoom in the Semi-finalist round. 60% were BIPOC and 33% were female-identifying. Six candidates were considered as finalists. 100% were BIPOC and 33% were female-identifying.

The Board hired Raphael Massie on January 31, 2022.

The Search process brought up issues about diversity and equity, the company's future, and the company's artistic goals that were discussed in depth by the Search Committee and by the Board. Those issues included: what is anti-racist theatre? Are people who have suffered from racism better equipped to create anti-racist theatre? What kind of theatre does MSC want to create moving forward?

### Artistic Decisions & Policies

Raphael Massie is an Artistic leader dedicated to creating anti-racist theatre.

Raphael Massie's first season of plays will be "Emilia" by Morgan Lloyd Malcolm directed by Dawn Monique Williams, and a gospel music-inspired "Twelfth Night" directed by Raphael. Casting of these plays will require more than 50% of the 2022

summer is female-identifying. 100% of Directors are BIPOC, and 50% are female-identifying. 100% of playwrights are White.

We have hired Nick Ishimaru as Casting Associate. We are working with Nick to conduct General Auditions by video submission, which will also result in a data base of actors we can utilize for future casting. We have asked actors to use 5 minutes, and to introduce themselves and tell us anything they would like us to know about themselves as part of their audition submission.

We have decided to use a 5-day work week (eliminating 6-day work weeks), and to eliminate 10 out of 12 rehearsals (i.e. rehearsal days when actors work 10 hours out of a 12 hour block, with a 2-hour dinner break.)

We are participating in the Bay Area Women's Theatre Festival Classical Women Reading Series, which explores the foremothers of today's writers to foster dialogue between generations of playwrights. We will be sharing a reading of "Witchcraft" by Joanna Baillie on Monday, March 14. 13 of the 14 actors are female-identifying and half are BIPOC, with intersectional diversity amongst the cast including age, sexual orientation, and disability status.