

## Vanguard Theater Company Anti-Racism Policy

Vanguard Theater Company was founded as a response to the systemic injustices and inequalities that have plagued the theater industry for far too long. We acknowledge the historical and ongoing marginalization of Black, Indigenous, and People of Color (BIPOC) artists in live theater, including stereotypical casting, unequal pay, microaggressions, and other forms of unfair treatment. We are indebted to the courageous BIPOC artists who have tirelessly advocated for change and illuminated the pervasive nature of racism and harassment in our industry.

**Our Mission:** Vanguard Theater Company was created to challenge and dismantle the systems of oppression that have historically marginalized BIPOC artists and perpetuated racial inequities within the theater community. Our mission is rooted in the belief that every individual deserves to be treated with dignity, respect, and equity, regardless of their race, ethnicity, gender identity, sexual orientation, socioeconomic status, ability, or background.

### **Accountability and Self-Reflection:**

We recognize that biases can persist even within organizations explicitly dedicated to combating them. Therefore, we are committed to ongoing self-reflection, accountability, and dialogue about racial bias within our company. We will actively call out racial and ethnic prejudice when we encounter it, including within ourselves, and engage in difficult conversations about racial bias to actively work towards its elimination.

### **Representation and Empowerment:**

We stand with, elevate, and celebrate artists of color within our organization and the broader theater community. Racially and ethnically diverse voices will shape our strategic decisions and inform our artistic choices at every level of our company, including our board of directors, administration, casts, writers, and crews. We are dedicated to creating a safe, supportive, and creative space where artists of color can thrive and contribute to the vibrant tapestry of our artistic endeavors.

### **Inclusive Casting and Programming:**

We encourage racial and ethnic diversity in all casting decisions and programming choices, rejecting preconceived notions of race or ethnicity in the casting room. We are committed to honoring and celebrating the work of writers of color and engaging fearlessly with racially sensitive topics in our productions. Furthermore, we actively seek increased participation from communities of color as creative artists, audience members, and donors.

### **Continuous Improvement and Transparency:**

We pledge to actively pursue our commitments to racial equity and justice, holding ourselves accountable through formal assessments of our progress during annual company reviews. We will not allow racial or ethnic bias to creep into or grow unchecked within our organization, and we remain transparent and open to feedback from our community members.

In conclusion, Vanguard Theater Company remains steadfast in our commitment to challenging systemic racism, promoting diversity and inclusion, and fostering a more equitable and just theatrical landscape. Together, we will continue to strive towards our vision of a world where all individuals are valued, respected, and empowered to share their stories and talents without fear of discrimination or marginalization.