



# La Jolla Playhouse Anti-Racism Action Plan

As of September 2, 2020

With guidance from our BIPOC (Black, Indigenous, People of Color) staff members, artists, and community members, rigorous and urgent anti-racism conversations are occurring within every department at La Jolla Playhouse. While in recent years we have aspired to and have taken steps to make our organization more inclusive, we have not always been consistent in our actions. As a result, we recognize we have created barriers that exclude BIPOC artists, staff and audiences from full participation in our organization. In order to become a theatre that is more representative of, and welcoming to, BIPOC voices, and honoring the calls for change from our BIPOC community and We See You White American Theatre, we are making these first steps public so that we may be held to account for our commitments:

## ARTISTIC PRODUCTION OPPORTUNITIES

- Beginning with our 2021/2022 six-show subscription season, and in every season thereafter, we commit every year to build and grow relationships with BIPOC artists by:
  - Ensuring that no production in our subscription season, as well as in our annual Performance Outreach Program (POP) Tour production for young audiences, has an all-white creative/design team
  - Producing at least three shows in our subscription season that have a BIPOC writer, at least one of whom has not been produced on our stages before
  - Hiring at least one BIPOC director for our subscription season who has not directed on our stages before
  - Hiring at least one BIPOC designer for our subscription season who has not designed on our stages before
  - Proactively seeking out BIPOC stage managers for our subscription season
- In order to foster relationships with the next generation of BIPOC directors, designers, and stage managers we will proactively seek out BIPOC candidates for Assistant and Associate positions
- Our efforts to expand the circle of BIPOC artists at La Jolla Playhouse will not come at the cost of our existing relationships with BIPOC artists

## ARTISTIC DEVELOPMENTAL OPPORTUNITIES

- At least half of our commissions each year will go to BIPOC writers
- We will aggressively and proactively solicit submissions from BIPOC writers and directors
- At least half of the projects in our annual DNA New Work Series will have a BIPOC writer, at least one of whom has not been produced on our stages before

## ARTISTIC RESIDENCY OPPORTUNITIES

- Selection of our annual Artist-in-Residence and Resident Theatre programs will prioritize artists from BIPOC and under-represented groups

## INTERNSHIP AND FELLOWSHIP OPPORTUNITIES

- By 2022, we will establish a two-year fellowship for a BIPOC director with salary, housing\*, health care, and the commitment that they will direct a show in our subscription season by the end of their residency
- By 2022, we will establish a two-year fellowship for a BIPOC stage manager with salary, housing, health care, and the commitment of a Production Stage Management position for a show in our subscription season by the end of their residency
- Beginning immediately, we will no longer have unpaid internships
- We will create an internship recruitment process that breaks apart barriers which exclude BIPOC and other under-represented candidates
- We will focus less on what an intern can do for the Playhouse, and more on mentorship and what we can do for the intern

## PRODUCING PRACTICES

- Beginning with our 2021/2022 season, we commit to:
  - While in the rehearsal room, all subscription shows will observe a five-day rehearsal week
  - In addition to royalties, we will compensate playwrights for their time in rehearsal
  - Compensating artists for participating in donor functions, community outreach/education events, and pre/post show talkbacks
- We remain committed to pay parity for artists across all of our League of Resident Theatres (LORT) categorized spaces
- We remain committed to compensating playwrights for developmental readings and workshops

## INSTITUTIONAL PRACTICES

- We have already started – and remain committed to – ongoing anti-bias/anti-racism training for all staff, board, and volunteers
- We have established the Accountability and Inclusion Alliance (AIA), led by staff members from all departments. This group will lead the organization's efforts to equip staff with the tools to identify and dismantle systemic inequities within Playhouse structures and policies, and to create impactful solutions for a safe, equitable and anti-racist community
- We acknowledge the ground on which La Jolla Playhouse stands as the traditional and ancestral home of the Kumeyaay Nation. We commit to working with the local Indigenous community to create a statement recognizing their stewardship of the land, which will be read at every first rehearsal, as well as be displayed in each of our lobbies, in our programs and on our website

These actions live alongside our continuing commitments to give space to -- and amplify the voices of -- female, LGBTQIA+, and disabled artists, and to deepen our commitment to trans representation.

This plan will continue to evolve and grow over time. With the leadership of the AIA, we are creating a vision and values statement. Those statements will guide us as we continue to reevaluate and publicly share how we plan to become a more intentionally equitable and inclusive institution – including in our hiring; training; further producing practices; and in our board, audience, and staff development.

\* In 2022, we made the decision to increase the salary in lieu of housing.