

June 16, 2020

## Statement from Persephone Theatre's Board of Directors

Over the past several weeks, Persephone Theatre has been listening. We have witnessed the global outcry from the Black Lives Matter Movement. We have also heard from many different voices in our own community regarding the systemic racism within our organization. We want to thank those individuals who have courageously reached out to us to share their knowledge and experiences. We commit to continually listen to BIPOC voices, experiences and stories. We commit to engage in ongoing discussions with our community, take corrective action, and embed anti-racism and anti-oppression into our policies and practices going forward in our organization.

We would like to share the actions we are taking now. Our plan is to add to this list over time as we hire a new Artistic Director and continue our Anti-Racism work. The following list is public, transparent and subject to additions as we collectively converse.

We commit to:

- Develop and publicly publish policies on Anti-Racism, Anti-Discrimination, Anti-Oppression and Whistleblowing
- Review Persephone Theatre's current policies to remove colonial and oppressive policies and practices
- Evaluate and increase BIPOC and diverse representation across all levels of the organization
- Require Anti-Racism and Anti-Oppression training for all Persephone staff, board members, and members of every production staged by Persephone
- Create and implement an Anti-Oppression Respectful Workspace Statement to be shared at every first rehearsal which will provide direction on actions to take if any form of discrimination, racism, or oppression occurs
- Review and revise our code of conduct to be more inclusive and publicly accessible
- Review and revise all executive-level job profiles before every new recruitment
- Review and revise our Strategic Framework, including our Mission, Vision and Values to accurately reflect our commitment to Anti-Racism

This is not an exhaustive list, and our work will be ongoing as there are many systemic issues that will take time to dismantle. As we continue to hear diverse voices in our community, it is our sincere hope that those who have engaged with us will continue to do so to eradicate racism together. We are committed to the journey of taking action and making changes in order to be an arts organization that is welcoming and inclusive to all in our community.

Nikki Hipkin  
President  
Persephone Theatre Board of Directors