

Boston Theater Company (BTC) commits to going further than an anti-racism social media statement. This is our list of actions to which we as an organization and a community pledge. Our efforts to dismantle racism are ongoing.

1) **Leadership**

BTC is committed to maintaining a board and leadership team that accurately reflects the racial, gender, and sexual orientation demographics of the community we serve.

As a 501(c)(3) nonprofit, BTC's board of directors govern all aspects of our organization. In 2019, we committed to expanding our Board to better represent our community. We further committed and expanded our Board to include a minimum of 30% BIPOC by January 2021.

2) **Finances**

BTC is committed to creating a financial statement for all three of our wings. This pledge includes underwriting tickets, tuition costs, and transportation for students, patrons volunteers or schools with financial limitations.

We believe that theater and theater, education, and the athletics are for everyone, regardless of financial status.

3) **Vendors**

BTC is committed to prioritizing work with vendors who are promoting equity, inclusivity, and anti-racism.

Prior to each production or program, BTC staff will provide a list of proposed vendors to our Board before we engage in any contracts. Our Board will review the candidates through an anti-racist lens and will approve all contracts that align with our values.

4) **Equity Inclusion and Anti-racism Training:**

BTC is committed to requiring diversity, equity, inclusion, and anti-racism training for all of its board members and staff.

BTC will amend board and staff criteria to require each person to engage and participate in training. Board and staff will commit to share: training, information learned, and additional resources. All staff and board will be required to complete updated training every year.

5) **Safe Space**

BTC is committed to creating a safe space for all and maintains a zero tolerance policy on discrimination. We will continue to ensure that all individuals working with us have clear avenues of support and clear ways to report instances of harassment or discrimination.

Our harassment and discrimination policy will be distributed and reviewed with each board member, staff member, production team member, and artist at the start of each program or production. This policy will clearly identify designated liaisons (one staff member not regularly present and one board member) who will be available for reporting and support purposes. Every incident reported will be fully investigated.

We will take all necessary action against those who do not follow this policy.

6) **Moving Forward**

BTC acknowledges that this is a starting point. We understand the need for all to do better and are committed to taking the necessary action to do so. We will continually adapt our policies as we listen and learn from the artistic community with whom we work. If necessary, we will admit when we can do better. We commit to reviewing this pledge every year with our staff, board, and community, and make changes and adjustments as necessary.

We look forward to continuing this conversation with other organizations, sharing resources and ideas, and working to combat racism together as a Boston Theater community.