

ENTROPY THEATRE

Anti-Racism Action Plan

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Introduction

Entropy Theatre recognizes that we have been operating in and benefitting from an industry plagued by systemic racism. Part of our mission is to raise up diverse artistic voices and it is clear we still have work to do. We are committing to becoming an anti-racist organization actively committed to opposing racism and calling out oppression within our organization and community.

The following is a living document to record the steps we have taken, and the steps we plan to take, towards making the Boston theatre community more safe, equitable, and empowering for BIPOC artists. We will revisit this document monthly, to check in with our progress and update as needed, and do an in-depth review and reflection twice a year. This is a public document, and will be published on our social media and website. We intend to keep our audience and community informed on this process to help hold us accountable.

Please Note: Entropy Theatre will not be returning to traditional live theatre or in-person rehearsals until we can ensure we are not putting any of our artists or members of our audience at risk of contracting COVID-19.

Company Structure

Entropy Theatre would also like to recognize that we cannot truly operate as an anti-racist organization as long as we have an all-white leadership team making company decisions. To this end, we are beginning the process of revising our organizational structure, and taking steps to intentionally diversity our team. Part of this process will include making the opportunity to become a company member accessible, explicitly inviting BIPOC artists in our community to this opportunity, and giving company members more formal decision-making power in our artistic process.

We will have a full plan for restructuring in this section by January 2021.

Education

Training:

- Every member of the Entropy Theatre leadership team will complete an implicit bias training, a bystander intervention training, and one additional training specific to anti-racism. We will repeat this set of trainings once every year.
- We will provide all Stage Managers who work with us with an implicit bias training and a bystander intervention training, if they have not already completed these within the past year.
- We will provide all Directors who work with us (and anybody else involved in casting our productions) with an implicit bias training and a bystander intervention training, if they have not already completed these within the past year.
- Trainings we have already completed this year include:
 - *Bystander Intervention Webinar: Creating a Safe and Sane Theater Environment* with StageSource
 - *Implicit Bias Training* with the Kirwan Institute for the Study of Race and Ethnicity
 - *Engaging in Difficult Conversations* with AWARE-LA
 - *Afrocentricizing the Decolonial Process in Knowledge, Education, and Images* with the Black Actors Studio

Resources:

- The Entropy Theatre team has compiled an anti-racism library, which includes books, podcasts, articles, documentaries, plays, and more. We will continue to expand and engage with this library. **We will make this library available to the public by September 2020.**
- Anybody who works with us in the future will be introduced to this library, where there will be a sub-folder of required reading. The learning goals of the required reading will be to establish a working definition of anti-racism, an understanding of our organization's expectations, equipping everybody with a basic toolkit for participating in an anti-racist theatre space.

Practices

- We have collected resources and are pursuing training in non-white artistic techniques.
 - One intention of this step is to improve our communication with and recognition of the work of other artists.
 - Another intention is to apply these techniques in our own practice. However, we want to ensure that we do not culturally appropriate these techniques in this process, and we're still gathering perspectives and information on how to do this responsibly. A few options we're investigating are bringing in practitioners of these techniques to the process, and recommending written or pre-recorded materials on this topic to other artists.
 - **We will have a plan for how to incorporate this learning before we embark our next artistic process, and update this section accordingly.**

Feedback

- We have added an anonymous feedback form to our website that is available for anyone to fill out. The opportunity to provide anonymous feedback will be shared explicitly with all creative contributors and audience members, as an addition to our previous reporting structure. We provide this option so others may voice concerns and share experiences without fear of repercussions. We are committed to addressing anonymous feedback in a timely manner.
- As another addition to our previous reporting system, we will create an ensemble-elected representative role in each project that will have a voice in decision-making and can act as a liaison to the directing team. This ensemble representative will be invited to all production meetings, and we will be providing them with bystander intervention training if they have not completed one in the past year.

Values

Donations:

- Every member of the Entropy Theatre team has individually made donations to Black-led social justice organizations and/or bail funds for jailed activists.
- Entropy Theatre matched \$500 in donations to the Massachusetts Bail Funds, Black Lives Matter: Boston, Violence in Boston, Inc., and The Theater Offensive.
- Entropy Theatre will make an ongoing donation of \$100 per month that will go to anti-racism focused organizations and to supporting BIPOC artists in the Boston community. Organizations we have donated to so far this year include:
 - Black Lotus Collective
 - Full Spin

Standards:

- We will be sharing our anti-racism plan on our website and social media channels, so our audience and those we work with know what action they can expect from us now and in the future.
- We will create a set of standards for all physical spaces we work within to ensure they are safe, equitable, and accessible to all our artists. If spaces are unable to meet those standards, we will terminate our relationship with that space. **We will have a draft of these standards by January 2021.**
- We will write a new harassment policy, using an anti-racist lens. We will make this available for public viewing on our website, and include it in future calls for collaboration. **We will have a draft of this by November 2020.**
- We will revisit and revise our artist contracts with an anti-racist lens. We will make these available for public viewing on our website, and include it in future calls for collaboration. **We will have a draft of this by November 2020.**
- We will identify Black and POC-owned vendors to purchase from in the future.
- We will publish our budgets for the sake of transparency and to encourage others to be transparent with our community, our donors, our audience, and other theatre organizations.

Community

- On our social media channels, we have amplified Black-led protests, learning opportunities, and creative events from BIPOC artists. Our intention with this action (in addition to donating money) is to support these events by spreading the word and providing free event promotion.
- Members of the Entropy Theatre team have been present at multiple Black Lives Matter protests around the greater Boston area. We intend to continually attend creative events by BIPOC artists. This aligns with our personal values, and values we hold as an organization. We also think this is an important step in forming meaningful and supportive artistic relationships with BIPOC artists in our community. We want to make sure we're showing up to their room, when invited, before asking them to show up to ours.

Financial

- We will publish all future budgets for the sake of transparency and to encourage similar transparency in other companies.
- We will publish information about where all our funding comes from, for the sake of transparency and to encourage similar transparency in other companies.
- We will continue to pay all our artists equal stipends, and we will continue to incrementally increase artist pay with each project. Artist pay will continue to be our top priority budgetary item.
- We will create a non-tiered donation platform, in which all donors receive the same benefits. Our intention with this change is to avoid creating a hierarchical structure based on the wealth of our donors, and avoid a future in which we are held accountable by only our wealthiest audience members.
- We are committing to using general admission seating at all our performances, in order to avoid creating a hierarchical structure based on the wealth of our audience members, and improve accessibility to the art we create.

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We would like to acknowledge some of the leaders in this field, who have provided invaluable resources.

- Michael Bobbitt and the New Repertory Theatre, for sharing their anti-racism plan
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- Nicole Brewer, for being a leader in anti-racist theatre making
- Dr. Ibram Kendi, for being a leader in anti-racist theory
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