



EQUITY PLEDGE

1. Although Broadway is not our home, each member of the Gaslight Board of Directors signed the **Broadway for Black Lives Matter (Again) Public Accountability Pledge** last summer and followed conversations led by the Broadway Advocacy Coalition. We believe signing this pledge and utilizing their resources will keep us accountable, not just as we evaluate our company now but also in our lifelong commitment to educating ourselves, creating an inclusive environment, and advocating anti-racism.
2. We are committed to having meaningful conversations as a Board to identify where we can make material improvements to our organization, in our programming, and for our Gaslight network. Although we developed our own list of topics, we felt it appropriate to first listen before arriving at our assessment of appropriate solutions. We held our first discussion, "Roundtable: Equity in NEPA Theatre," last June to listen to specific experiences of Black actors in our local community (the full discussion can be **accessed here**). We've since expanded our working list of other topics and hope our first roundtable will inspire others in our community to share ideas for and execution of future conversations—whether focused or more broad.
3. Our mission has always been rooted in the educational value of producing shows that are not necessarily mainstream or that offer unique perspectives. We will strive for even greater diversity and inclusivity while staying true to our mission and commitment to present underproduced and original works. We will continue to equally consider all actors when casting but commit to being more thoughtful in our play selection and open submissions to ensure more equitable opportunities, stories, and experiences are available.
4. In support of amplifying artists in our community, we've committed to producing a classical, under-produced, or original show written by a Black playwright and/or directed by a Black artist in our next full season (currently pending the pandemic). We have historically had open-call submissions for directors to submit to plays they are passionate about, but we hope this direct call will assure underrepresented talent that they have a home with our theatre.
5. In alignment with our mission, we are so proud to be a leader in developing and presenting original works from regional writers but further commit to engaging with local organizations and playwrights to tell new and underrepresented stories. We welcome any conversations and ideas on the creation of one acts, full length plays, or monologue series that reflect these voices and/or local stories.
6. We annually review our Bylaws to make general improvements but specifically reviewed them at the end of last year to better promote equity among our leadership. We identified a clause that previously limited Board nominees to individuals who had worked with Gaslight in the previous calendar year. We unanimously voted to eliminate the "previous year" restriction; this simple change creates a larger pool of potential nominees to the Board of Directors.
7. We have started conversations with other members of our local theatre community and educational theatre programs to explore the formation of an advocacy group. While this idea is still in its early stages, we welcome others to join us in brainstorming the scope, mission, and efficacy of such a group.

The theatre is a powerful place through which we are privileged to tell stories and empathize with one another, and it is our responsibility to do so truthfully and earnestly. This pledge is meant to be an evergreen document and a tool by which to hold ourselves accountable. This work is continual, our community large, and our (metaphorical, for the time being) doors are open...

**Gaslight Theatre Company Board of Directors
Approved January 2021**

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