



As a small, white-led and staffed office charged with representing a wide and diverse array of theatre and interests, it is not enough for us to work towards anti-racist practices without clear action steps and commitments. The work is ours to do. We also acknowledge that addressing the inequality in our field does not address our broader culture of racism, and the unimaginable violence and injustices that are committed against BIPOC on a daily basis, and that work to dismantle that racism must be done as individual citizens. But in our professional capacity, there are changes we can and must make. In response to the calls for equity from so many – including but not limited to We See You White American Theatre - we commit to the following:

-A complete audit of our databases for press invites, story pitches, and press release distribution lists. Though we have steadily built our contacts and engagement with BIPOC press and audiences, our lists are still overwhelmingly white and true equity is the goal. We aim to achieve that no later than six months following the resumption of live performances and commit here to publishing those percentages at that time.

-Elevate BIPOC press in every way in which we have power. This includes access to interviews and stories (especially stories that will be considered “high-value” to editors and outlets), access to press tickets, seating, and highlighting coverage

-An overwhelming amount of our press tickets are reserved for the nominators and voters of awards. We will be reaching out to the administrators of each of these awards to discuss their procedures, lists, and the presence and empowerment of BIPOC press in their organizations. If there isn't a clear effort and path to racial equity within these organizations, we will discourage productions from making themselves eligible until this change is enacted.

-Anti-racism training for the full office, followed by the establishment of additional action items and accountability measures to make sure we uphold these principles.

-An ongoing, rigorous study of language to make sure we can support BIPOC artists and their work and serve them without fear or ignorance.

-To avoid a myopic approach, we will consult with BIPOC press and theater makers and they will be paid for their consulting.

-A commitment to diversify our team and our field through the following methods:

- Seeking out BIPOC candidates on a regular basis – not just when we have an opportunity to hire - beginning now.
- Develop relationships with BIPOC professors, HBCUs, and other members of the BIPOC community and build a list of candidates for future positions.
- Engage BIPOC candidates to interview for future positions.
- When there is an open position, interview at least 50% BIPOC candidates.
- When we do not have an open position, recommend to our colleagues BIPOC candidates we have met with.



In our capacity as an independent commercial producer, Stairwell Productions commits to:

-Build relationships with existing and aspiring BIPOC producers and instill in every production we lead, opportunities and paths to producing credit and experience that is not dependent on proximity to wealth and an ability to raise money from a personal network.

-Work tirelessly to build relationships with communities outside our own for partners and investors in future projects.

-Seek out BIPOC talent behind-the-scenes, particularly in the realms of management, casting, technical production, stage management, advertisement and marketing, and use our network to introduce them to others in their field to help create access to career paths and create an ecosystem where there is robust BIPOC talent represented in every facet of our industry.

-The introduction of true HR processes within all of our productions, that all members of a production can utilize without fear of retribution.

-The active dismantling of systems and organizations that are actively racist and exclusionary, whether they are of our own making or not. Safety has never been an option for BIPOC in our field, so the comfort of silence cannot be an option for us.