

## **April 2021**

### **FaultLine Progress Report**

#### Land Acknowledgement / BIPOC Acknowledgments

- We begin each of our digital events with acknowledgement of the native land our theater and staff have resided on and will continue to do so.
- FaultLine posts information on how to find out about what native land you are on and where to donate in the chat at all events and on our website.

#### EDI Training for Staff

- All members of our staff have received EDI training (Art Equity, A.R.T by Nicole Brewer's, Accountability Work Group Bay Area, Bystander Intervention Training and Stand Up Against Street Harassment courses).
- Part of our Board of Directors have participated in recent EDI training.

#### Mission Statement

- We have adjusted our Mission, Vision, and Value statements reflecting all actions and changes towards BIPOC representation, support, and programming.

#### New Hires / Artists Resources

- Hired a BIPOC Director of Artist Resources as a resource for our associate artists.
- We have prioritized hiring EDI trained / BIPOC contract workers.

#### Creating a Safe Space for BIPOC Artists

- We are currently creating an optionally anonymous survey for each show, where individuals can report racist behavior. The cast, crew, creative team, and staff will be reminded of it each week and it will be checked weekly by our Director of Artist Resources.
- We are currently developing intervention and disruption protocols for harmful moments.
- During our pre show speech at online events, we have informed audience members to not police other members in the chat.

#### FaultLine commits to investing in BIPOC leaders.

- We have established a Creative Producer program which will embrace peer mentorship. We are committed to employing an intentional and honest effort in establishing consistent, meaningful, long- term relationships with BIPOC artists.

#### Prioritization of the cultural care and feeding of BIPOC artists

- We have increased our pay rates. We pay all artists an equal rate for their work.

#### Working Conditions and Hiring Practices

- We have eliminated 10 out of 12s and will eliminate the 6-day rehearsal week.

- We have created a transparent hiring process and are dedicated to recruiting a diverse pool of BIPOC candidates for all leadership positions.
- We seek to build a BIPOC production staff.
- We have removed experience or education barriers from our job postings and do not use the terms “most favored nation” and the “Rooney Rule”.
- We do not clump BIPOC artists in with white women and white LGBTQ+ artists.

#### BIPOC in the majority of leadership positions

- We have abolished the standard leadership model, and are working from a co-leadership model. We are in the process of hiring more leaders in our organization.

#### Faultline Commits to Equitable Season, Curation, Programming, Casting and Marketing

- We do not abide by the “mainstage” and “second stage” construct that consistently relegates work by BIPOC artists to a secondary position.
- We are currently season planning for 60% BIPOC plays for our next season.

#### Artistic and Curatorial Practices

- We commit to including a diversity of BIPOC artists’ voices in our programming and not producing BIPOC plays solely center on trauma and pain. No more trauma porn!

#### Compensation:

- We will pay all artists the same rates.

#### Accountability and Boards:

- We have begun the overhauling of our board of directors so that memberships are more inclusive.
- Our executive leaders have developed a succession plan within 5 years of service.
- FaultLine’s Co-Artistic Directors and leadership will not serve a term longer than 3-5 years.