

## **Persistent Theatre Productions Diversity Statement - 2020**

At Persistent Theatre Productions, we are committed to uplifting and highlighting the work of womxn and people of other marginalized genders. As a theatre company that is dedicated to producing the work of womxn and hiring predominantly womxn artistic staff, we are keenly aware that our pledge to uplift womxn must actively include BIPOC individuals and be ever-growing in its anti-racist work.

In addition to the specific measures we have outlined below, our work to ensure inclusion and representation will continue to evolve and expand with ongoing learning and any feedback we may receive.

PTP's commitment:

- We will seek opportunities to intern, mentor, include, and professionally engage participants of color at all levels of our organization. This includes, but is not limited to: hiring designers of color, partnering with organizations that serve and empower BIPOC womxn, and bringing in more womxn of color to the company and board of advisors as PTP expands in size.
- We commit to reading and producing plays by womxn of color. When we reach the point at which we are producing more than one show per season, we will produce one or more plays by a womxn of color per year.

Implemented directly from the Chicago Theatre Standards, we make the following commitments to all participants who work with us:

- We will consider diversity and inclusion whenever possible, both in casting and in assembling production and design teams. In particular, in producing culturally specific work, we will seek production personnel who can speak to that cultural experience.
- If a potential participant discovers in the course of auditioning that they are uncomfortable with production elements as they relate to their personhood, they have the right to decline casting offers without explanation, and without fear of reprisal, such as losing future opportunities.
- When invited to audition, prospective participants have the right to make inquiries about how their cultural personhood will be used within the production, particularly if the work

will be devised. Inquiries will receive a thoughtful response and will remain confidential.

- When staging scenes of cultural violence, or other culturally charged narratives and language, we will follow the same practice of consent building outlined in the Specific Considerations: Sexual and Nudity section of the Standards (pg. 20). Disclosure of this type of performance will be made at the audition, and the emotional risk associated will be recognized throughout the process.
- If during the rehearsal process participants become uncomfortable with the use of their cultural personhood in regards to costume pieces, staging, make-up, accents or dialects, etc., we will address the concerns and make needed changes in a timely and sensitive manner.
- We will seek to address any concerns with generosity and humility through the channels of the Concern Resolution Path, as outlined in the document, which can be viewed on (pg. 8).