

EQUITY STATEMENT

Seattle Rep is committed to producing the highest quality programming and we believe that our ability to do so depends on building an organization whose members come from diverse cultures, backgrounds, and life experiences.

We choose to support programs which engage the complexities of a range of experiences and provide all members with a respectful and sometimes challenging space in which to explore many divergent opinions and ideas. We believe that theater is not a transaction; rather it is a relationship with the community served by the theater.

We are part of a growing movement in theater to ensure that those who have been historically excluded are at the decision-making table and reflected in our programming. We aim to lift up the voices and visions of members of diverse racial and ethnic groups, women, LGBTQI people, immigrants and refugees, people with disabilities, and others.

Seattle Rep invites community members of all backgrounds and identities to join us in conversation around these issues. We actively seek out feedback, thoughtful dialogue, and ideas that will move this work forward.

ELEVATOR SPEECH

Seattle Rep is committed to achieving greater racial equity at every level of our organization in order to more fully reflect and better serve our region.

EQUITY Q&A

WHY IS THERE AN EQUITY, DIVERSITY, AND INCLUSION (EDI) NEED/EMPHASIS?

Seattle Rep's mission is to collaborate "with extraordinary artists to create productions and programs that reflect and elevate the diverse culture, perspectives and life experiences of our region." Our vision is "Theater at the heart of public life." Our values are artistic vitality, sustainability, and generous and inclusive practices.

We believe that embracing EDI in all aspects of our work and at all levels of the organization is the only way to authentically and respectfully serve our mission, vision, and values. This includes artists, staff members, Board members, and audience members. By inviting all voices and perspectives to the table and serving as a place where all feel both welcome and heard, we ensure that our work continues to be relevant, just, and transformative. We are proud to lead by example in doing so.

Seattle Rep's Board of Trustees has committed to increasing the racial diversity of the Board in order to better reflect our community and bring diverse views to the governance table. In accordance with the organization's mission, vision, and values, in November 2019 the Board directed the Trustee Recruitment Committee to prioritize the achievement, within 3 to 5 years, of a Board that roughly reflects the racial diversity of our region (i.e., 33% persons of color). Five years ago, persons of color represented just 3% of the Board of Trustees. As of July 1st, 2020, that had increased to 20%.

We welcome your self-nomination or the nomination of others with an interest in Seattle Rep who can help us achieve our ambitions. For more info, please visit <https://www.seattlerep.org/about-us/staff-and-board/board/board-of-trustees/> or email Seattle Rep Managing Director Jeffrey Herrmann at jeff.herrmann@seattlerep.org.

OUR DEFINITION OF EQUITY

We concur with this definition of cultural equity adopted by [Americans for the Arts](#):

“Cultural equity embodies the values, policies, and practices that ensure that all people—including but not limited to those who have been historically underrepresented based on race/ethnicity, age, disability, sexual orientation, gender, gender identity, socioeconomic status, geography, citizenship status, or religion—are represented in the development of arts policy; the support of artists; the nurturing of accessible, thriving venues for expression; and the fair distribution of programmatic, financial, and informational resources.”

We recognize that cultural equity is a broad definition that is distinct from racial equity. While our mission and vision articulation is intended to achieve cultural equity, we have focused specifically on racial equity as a first step towards this goal in our Board recruitment efforts.

HOW WILL THIS CHANGE THE ORGANIZATION AND THE ARTISTIC PRODUCT?

All great theater and theater-making starts from a place that is personal; a moment that is inspired by a unique inquiry, experience, and point of view on the world. A broader representation of people from all walks of life in our organization and a firm commitment to seeking out the strengths of our differences enables us to find new forms of expression, celebrate new voices, and discover the universal truths that bind us together. Expect that what you see on the stage, behind the stage, and in leadership will speak to and reflect a broader swath of our diverse community. On stage, you can expect to be challenged, intrigued, and enthralled by a shared experience with those who may seem to have little in common with you.