

**#WSYWAT Demand Letter Excerpt**  
**ACCOUNTABILITY AND BOARDS**

- 1. We demand that boards of directors overhaul their memberships to be more inclusive and to better reflect the fact that white people make up just 11.5% of the global population.**
  - a. We demand the immediate removal of racist board members and those who have exhibited racist behavior.
  - b. Eliminate mandatory financial minimum gifts for board membership.
  - c. Deprioritize outsized monetary influence in board decisions and prioritize valuing the voices and skills of BIPOC board members. Honor cultural competency, relationship building and lived experiences.
  - d. Recognizing that artists are essential to boards, amend bylaws to require that executive committees must include BIPOC artists.
  - e. Establish institutionalized board access for production staff.
  - f. Institute an in-house BIPOC Alliance Committee made up of BIPOC staff, artists and community members to evaluate the mission and vision of the theater and collaborate with executive leadership and the board to build a strategic plan designed to move the theatre toward anti-racist practices. Members of the BIPOC Alliance should be voting board members.
  
- 2. We demand an account of how your theatre is adhering to its obligation as a 501(c)3 to be in service of the public good. We, BIPOC, are a part of that public.**
  - a. Boards of directors must require that institutional annual budgets reflect the institution's mission and values with respect to EDI work. Budgets are to be audited by an independent reviewer, and public funding is to be dependent in part on that independent reviewer's audit
  - b. We demand the creation of a national BIPOC rating system where institutions are graded according to their adherence to BIPOC and anti-racist policies.
  - c. Give back dollars to BIPOC communities impacted by or represented in stories at PWI theatres. For example, do NOT tell a story about Flint without donating to organizations fighting for clean water in Flint.
  - d. Public response to public questions for Boards regarding EDI.
  
- 3. We demand that all theatres cease all contractual security agreements with police departments. Theatres must invest in security agencies that are not affiliated with or founded by police or ex-police officers.**
  
- 4. We demand you divest in companies that build oil pipelines through the land of American Indian, Alaska Native and Native Hawaiian Tribal Nations in the US and Indigenous communities globally that continue to poison the water, air, land and livelihoods of Indigenous peoples and contribute to climate change that is disproportionately affecting BIPOC communities.**
  
- 5. We demand that white directors, playwrights, actors and designers begin implementing universal/across the board BIPOC inclusion/equity riders that explicitly state that work will only be accepted if their specific department, team and the entire company is at least 50% BIPOC.**
  
- 6. We demand restorative justice for the crimes and infractions White American Theatres have committed against BIPOC theatre companies.**
  - a. We have seen how you have engaged with BIPOC theatre companies you have chosen to collaborate with: attaching their name to your grant proposals without giving them any of the funds.
  - b. We have seen how you exploit their life's work with their own communities and community members; extracting their artists; forcing them to raise money and produce the project for you.
  - c. We have seen how you sometimes make them pay you rent for a show which you proudly take credit for as part of your season.
  - d. We recognize that BIPOC artists bring cultural authenticity and value to your seasons. If you choose to

collaborate with BIPOC theatres, it must be an equitable partnership.

- 7. We demand a 360 annual review process for executive leadership, including artists, staff, and community stakeholders, the majority of whom should identify as BIPOC.**
  - a. All executive leaders must develop a succession plan within 5 years of service.
- 8. We demand term limits for executive leaders. It is an act of service to resign if you have currently been an executive leader of the same institution for 20+ years.**