#CreateCommunity

At Moonbox, we believe that the stories we tell are important. They sustain and preserve our community, our history, and our values. Telling racially diverse stories allows us not only to reflect – but also to reflect on – the complexities of our past. When we join together in the act of storytelling, we are united in ways that transcend the everyday. Together, we can use the power of storytelling to honor our commonalities, celebrate our differences, and address historical discrimination and injustice. We pledge to take this power seriously, and to use our voices and the stories we tell to dismantle the systemic racism and white supremacy engulfing our culture, our country, and our industry.

We pledge to create an anti-racist culture that resonates not just on our stages, but throughout the communities they support. We stand in solidarity with our BIPOC (Black, Indigenous, and Persons of Color) community. We say with open hearts that Black lives more than matter – they are a crucial part of the fabric of our society and the work we do as artists. We pledge to raise up and interweave diverse voices in all of our endeavors, creating a vibrant tapestry in the art that we produce.

We pledge not just to acknowledge the crucial nature of this work, but to act on it. At Moonbox, we will:

- Implement anti-racist practices in both our internal policies and our external initiatives;
- Intentionally create an anti-racist culture among our staff, advisory panel, and artists;
- Produce works that truthfully reflect the community around us – both as it has been and as we hope it will become; and
- Actively monitor what works and what doesn’t, convening at least quarterly to make sure we continue our progress along an anti-racist path.

We recognize that this will be hard work, and that it is long overdue. We are only beginning to unravel decades of injustice, and we must be steadfast in our commitment to positive change. We will work tenaciously and tirelessly to make sure that everyone – at every level of our organization, and throughout the communities we support – feels that they belong.

**Land Acknowledgment**

We recognize that the land we live, work, and thrive upon is not our own. We acknowledge that this land was taken from Indigenous communities that have endured a painful history of genocide and colonization. We will with every production and in every printed program pause to honor the legacy of these people and our shared responsibilities in reconciliation. We invite you to join us as we consider our roles in decolonization and co-conspiratorship.

This plan is a working document and will be updated often and as necessary.
This plan is in response to the list of demands by the anti-racism organization #WSYWAT (We See You White American Theatre).

**Our Action Plan:**

By January 2021, Moonbox will have completed a comprehensive anti-racism policy that we will share widely with our community to affirm our position in dismantling racist practices within our shared theater community. This policy will be a work in progress and will be adjusted accordingly to fit our ever-changing atmosphere.

By February 2021, Moonbox will create a community-member advisory panel whose membership contains at least three to four artists who identify as members of the BIPOC community. This panel will serve as a resource to Moonbox staff, artists and community partners who enter into open dialogues on how we are engaging with all communities and be a voice in helping us implement better practices.

Initially, we envision panel members serving a one-year term with the option to renew for a second year based on mutual agreement. Ultimately, we will aim for a panel of four to six advisers, made up either of two cohorts of two with staggered two-year terms, or two cohorts of three with staggered two-year terms.

Each year, Moonbox’s staff and advisory panel will partner with BIPOC community leaders and Non-Profit Partners and engage in dialogue to determine how we can deepen our support in these communities.

At present Moonbox is engaged in bi-weekly courses guided by CELC (Cultural Equity Learning Center) with goals to:

- Reduce harm towards Black, Indigenous, queer, and trans persons of color (BIPOC | QTPOC), and well as persons of color with disabilities.
- Increase the skill sets and accountability of white arts and culture sector leaders.
- Delve into what it means to build anti-racist co-conspiratorship within the sector.
- Deeply examine what it means to build anti-racist arts and culture organizations.

By Spring 2021, Moonbox staff will engage in quarterly training including but not limited to implicit bias training, anti-racism in theater training, bystander intervention training, conflict de-escalation training, and harassment prevention training.

By April 2021, Moonbox will implement an orientation and onboarding process for all staff, artists, advisory panel members, contractors and volunteers that includes anti-racism awareness and a zero-tolerance harassment policy. Upon completion, all personnel will be required to sign an anti-racism pledge and zero-tolerance harassment agreement.
As Moonbox grows and opportunities to increase our staff develop, we will intentionally seek out BIPOC applicants and cast our nets in BIPOC-specific networks in the quest to keep our staff diverse and inclusive.

Moonbox will engage with culturally accurate directors and design staff when producing BIPOC-centered stories. Equally, we will engage with BIPOC directors and designers when producing non-BIPOC-centered stories.

Moonbox will be intentional in selecting and producing BIPOC-centered shows – not only those of the struggle, but those rich in the accomplishments and success of the BIPOC community. These productions will make up 50% of our season.

Historically, we acknowledge that we have fallen short in the following and we commit to changing that by:

- Increasing our BIPOC artists by 25% in 2021, with the goal of at least 50% BIPOC artist representation in each production by December 2022.
- Increasing our BIPOC musicians by 25% in 2021 with the goal of at least 50% BIPOC musician representation in each production by December 2022.
- Increase our BIPOC design/production staff by 25% in 2021 with the goal of at least 50% BIPOC design/production representation by December 2022.

Moonbox will be intentional in our marketing. We will commit to seeking ways to share our productions with the broader community. We will increase our BIPOC audience attendance by 25% in 2021 with the ultimate goal that everyone is welcomed.

Moonbox will deepen our engagement with BIPOC Non-Profit Partners; these BIPOC partnerships will make up 50% of the Non-Profit Partners for each season.