

***YOU*** can make a more  
anti-racist theater!

**ARTISTS • ADMINISTRATORS**

**TECHNICIANS • AUDIENCES**

**DONORS • VOLUNTEERS**

**EDUCATORS • FUNDERS**

**Everyone** can hold theater  
companies accountable to  
implementing anti-racist  
policies and practices.

**SCROLL THROUGH TO LEARN HOW!**

# WHY IS ANTI-RACIST THEATER NECESSARY?

The theater field is in the process of reckoning with its shortcomings as a historically white, racist institution.

Some theater organizations are actively working to become anti-racist. We must hold **ALL** theaters accountable to dismantling their racist practices!

We carry collective power to push theaters to improve, by asking about their anti-racist practices and policies.

#IAskedMyTheater

# WHY SHOULD I REACH OUT...

**...as an Artist?** Institutions cannot make art without artists. Freelancers have a nimbleness that lets them jump from company to company, and carry past experiences — good and bad — with them by word of mouth.

**...as Employees & Interns?** Those employed by theaters have the right to work without the stress of institutional racism as an additional burden. Companies need employees, who can often hold positions of power to advocate for anti-racism.

**...as Audiences & Volunteers?** An audience member's investment in a theater company directly affects its financial bottom line. Theaters notice when their patrons ask questions.

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**The more we normalize  
talking frankly about  
anti-racism, the more  
theater companies will  
have to work to address  
the concerns we voice!**

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# CONSIDER THIS TEMPLATE:

**[TO WHOM IT MAY CONCERN],**

I am reaching out to **[COMPANY NAME]** to ask about your current anti-racist practices and policies.

*Ask yourself: Who's the best person to contact about this issue? Do I know somebody who works or has worked at this company? Do they have a point of contact listed on their website? How can I take into consideration BIPOC artists' firsthand experiences with this company throughout my research?*

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# TEMPLATE (2)

What are your anti-racist policies surrounding **[ISSUES OF INTEREST]**?

*Which policies do you want to know about? Consider asking about any of the following:*

- *Their commitment to inclusive programming and/or casting*
- *Their relationship to local BIPOC communities*
- *Their anti-racist education training for employees*
- *Their response to the “We See You, White American Theater” demands*

***You can BE SPECIFIC here*** — *ask for the things YOU want to know!*

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# TEMPLATE (3)

It is essential for me to know your commitment to anti-racism because...

*What anti-racist values do you seek to uphold? What values do you seek out of organizations you support? What is your personal stake in this organization?*

If you are unable to provide a response personally, please forward this inquiry to the proper representative who will be able to discuss.

I look forward to hearing how your organization is creating and providing sustainable anti-racist practices. Thank you in advance,

**[NAME]**

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# I'VE SENT AN INQUIRY. WHAT NEXT?

**If they reply, consider:** *Does this response feel genuine, connected to the work, inclusive of all? Or is it dismissive, performative, or in any way incomplete?*

**If they don't reply, consider:** *Do I dig in, and keep asking for an answer? Or do I divest, and step away?*

**Either way, ask yourself:** *What is my current relationship with this theater company? Does their response make me want to change that relationship, and how? What am I invested in? What am I disinvested in?*

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# MOVING FORWARD...

Consider: What are my options, and what is my **level of personal risk** associated with each one? Where can I afford to push back?

Once you have made your decision, **share what you've learned with others**, especially with other BIPOC artists! If a company is coming up short, call them out or call them in. If you think they're doing well, let them know!

**HOW YOU FOLLOW UP  
CAN INFLUENCE HOW  
THEY IMPROVE THEIR  
POLICY IN THE FUTURE!**

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# THANK YOU!

Repost, share, and **spread the word!**  
This template is one approach to confronting racism in the theater field proactively, but it is **not** the only way to spark change.

The more we reach out to ask institutions about their anti-racist policies, the more we can hold these organizations accountable!

*Thanks to the Resident Artists at Crowded Fire Theater for sharing their insights in the crafting of this photoset!*

@CrowdedFire — [crowdedfire.org](http://crowdedfire.org)

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