

Allyship Statement

(Quarter 2: April 15 - June 15, '22)

As we have done in the past, we enter Quarter 2 with a brief reflection on the previous quarter. There was movement forward in these first months, which will necessarily impact the work we do this quarter.

We are grateful for the time and insights of our transgender, non-binary, and gender-expansive colleagues, who provided to us an actionable list of ways we can work toward making ContemporaryMusicalTheatre.com a more safe and supportive space for those who do not see such representation elsewhere. We have already made alterations to our submission guidelines and have created a checklist of remaining items, which we will address below.

We expanded our list of writers we hope to engage on our site, including international writers. We reached out to over 100 writers in the last three months and continue to be in conversation with several about joining our site. We have also accepted several new writers with diverse intersections of identity and experience, suggesting the DEI (Diversity, Equity, and Inclusion) work we are doing is having a positive impact. Our efforts here will be ongoing. We have yet to add a language drop-down to the site, but will make this a priority when songs are submitted that would make use of this search function.

We have created a list of companies and organizations who are deeply invested in DEI work and are in the process of finalizing our Partnership Considerations Handout, which will be used as a starting point in conversations about how we may collaborate. We look forward to completing our Q1 task of reaching out to up to five organizations to begin this dialogue. We must all work together to challenge cultures and procedures that have caused harm to members of our community.

If you would like to know more about our previous goals, please read our Q1 Allyship Statement, found [here](#). While we were unable to complete all our goals for this first quarter, we acknowledge the importance of fully investing in this work and have allowed what we learned in the previous quarter to inform our Quarter 2 goals. It takes time to rebuild with a deeper

understanding of how a company's culture and procedures will impact our community. This work is also not linear. With these things in mind, we commit to moving the needle forward more this quarter.

2022 Quarter 2 Goals

Based on what we were able to accomplish in Quarter 1 and the work that remains, we have designed the following goals for Quarter 2:

1. **Reimagining Our Site for Transgender, Non-Binary, & Gender-Expansive Subscribers:** As mentioned above, we received very helpful feedback from our colleagues about creating a more safe space on our website. We plan to implement the following changes:
 - a. Ask current writers which of their songs are open to gender-inclusive casting. We will also add this information to the submission process.
 - b. Further research and consider how to implement a new filter for transgender, non-binary, and gender-expansive subscribers, which allows them to search by low, medium, or high octave rather than traditional voice parts (e.g. legit tenor).
 - c. Include our rotating Submission Panel as part of our "Team" page on the website.
 - d. Add non-binary and pansexual to the Writer's Identity filter (these were inadvertently left off in the initial design)
2. **Developing Relationships with Organizations Invested in DEI Work:** As we continue to expand the scope of our DEI work, we desire to create long-lasting partnerships with other organizations similarly engaged in drawing the circle wide. This will help us build valuable synergies that further support equity in our industry and keep us accountable and active in this work. To this end, we will:
 - a. Finalize the Partnership Considerations Handout, which will be used to ascertain which companies and organizations would continue to challenge us to grow and partner with us in our DEI work
 - b. Reach out to three to five companies and organizations and begin a dialogue about the work each of us is doing and look for potential intersections of collaboration
3. **Create an Updated Edition of Our Book, "Mastering College Musical Theatre Auditions"**
 - a. The last edition of our book, which focuses on helping young theatre artists prepare for college auditions, was completed in 2019 and does not adequately speak to the current moment. We plan to:
 - i. Edit the book with diversity, equity, and inclusion foremost in our minds, looking for opportunities to quote and uplift people of many different backgrounds and identities.

- ii. Offer activities that encourage young artists to move away from character type - an archaic practice, which has been used as a gatekeeping device - and instead consider exploring their essence as a performer.
 - iii. Create a new free online companion to the book, which offers extensive resources to our community of readers while also giving us the opportunity to update materials to reflect the ever-evolving practices in college auditions.
4. **Increasing Messaging of DEI Work to (Potential) Subscribers:**
- a. We are invested in continuing to more clearly communicate the work we are doing and seeking to do while also acknowledging the work of others. We commit to:
 - i. Clarifying the message of the work we are engaged in, both in email correspondences and social media platforms
 - ii. Utilizing our social media platforms to uplift the work of a diverse array of writers, whether or not they are part of our site
 - iii. Regularly dedicating our email communications and social media platforms to companies and organizations engaged in DEI work or resources that could be helpful to our community

It takes all of us moving toward greater equity to create change. We invite you to join us in this journey, hold us accountable, and consider what change you can enact to draw the circle wide in your own community.

We encourage you to utilize the below resources so you can participate in learning alongside us. Please note the new section on Theatre Scholarship & Practice.

Articles

1. [How Do We Hold Arts Leaders Accountable Towards Equitable Change?](#) - Nikko Kimzin
2. [Your Voice is Your Power: Exploring Racism and Racial Equity in Entertainment](#) - Christa Skiles
3. [Actors Equity Opens Access to All Actors and Stage Managers Who Have Worked Professionally in the United States](#) - Stephi Wild
4. [The Why Behind DEI: How Diversity, Equity, and Inclusion Initiatives Benefit Business](#) - Niamh Graham

5. [No. Every Person of Color Does Not Need To Be A DEI Professional](#) - Janice Gassam Asare
6. [Is your Diversity, Equity and Inclusion Strategy Diverse Enough?](#) - Allan Fair

Books

1. [How to be an Anti-Racist](#) - Ibram X. Kendi
2. [White Fragility: Why it's so Hard for White People to Talk About Racism](#) - Robin DiAngelo
3. [Caste: The Origins of our Discontents](#) - Isabel Wilkerson
4. [Me and White Supremacy: Combat Racism, Change the World, and Become a Good Ancestor](#) - Layla F. Saad
5. [Beyond Diversity: 12 Non-Obvious Ways to Build a More Inclusive World](#) - Rohit Bhargava & Jennifer Brown
6. [The Wake Up: Closing the Gap Between Good Intentions and Real Change](#) - Michelle MiJung Kim

Theatre Scholarship & Practice

1. [An Inconvenient Black History of British Musical Theatre: 1900 - 1950](#) - Sean Mayes & Sarah Whitfield
2. [Fire Under My Feet: History, Race, and Agency in African Diaspora Dance](#) - Ofosewa M. Abiola, ed.
3. [Reframing the Musical: Race, Culture and Identity](#) - Sarah Whitfield, ed.
4. [Your Role in Inclusion Theatre: The Guide to Integrating Actors with Disabilities and Nondisabled in your Theatre Classes](#) - Deborah Emmy Nowinski

Videos

1. [Draw the Circle Wide](#) (Series 2) - Tom Gualtieri & David Sisco
2. [How to Get Serious About Diversity and Inclusion in the Workplace](#) - Janet Stovall
3. [Celebrating Disability as Part of Human Diversity](#) - Catalina Devandas Aguilar
4. [Indigenous in Plain Sight](#) - Gregg Deal

Web Resources

1. [Question Everything: More Deeply Acknowledging our White Privilege and Where We Go from Here](#) - David Sisco & Laura Josepher

5

2. [Compassionate Dialogue: Using the RIR Protocol](#) - Epoch Education
3. [Woke Supremacy](#)
4. [Casting a Wider Net](#)
5. [6 Ways to be a Better Ally to People Living with Disabilities](#)
6. [Native Land Map](#)

Organizations & Movements

1. [Broadway Advocacy Coalition](#)
2. [Broadway for Racial Justice](#)
3. [We See You White American Theatre](#)
4. [Black Lives Matter Resources](#)
5. [Trans Justice Funding Project](#)
6. [LGBTQ Freedom Fund](#)
7. [Diversability](#)