

# Allyship Statement

## (Quarter 4: November-December, '21)

This past Spring, [ContemporaryMusicalTheatre.com](https://ContemporaryMusicalTheatre.com) began a process of reflection and accountability as we more fully understood the glaring inequities our BIPOC (black, indigenous, people of color) colleagues continue to face in our industry and society as a whole. This inflection point demanded we move beyond performative allyship and make meaningful changes to our company's culture and policies.

Guided by our EDI (Equity, Diversity, and Inclusion) Specialist Nikko Kimzin, we have attempted to create more equitable and transparent policies in the last two quarters that would achieve the most immediate impact (read our [Q. 2](#) and [Q. 3](#) Allyship Statements). These actions have included: updating our website's banner, reimagining our writer submission process, and creating a voluntary self-identifying survey for writers and subscribers.

In the last quarter, we began reformatting our radio show In Between the Lines by featuring music of and interviews with a wider and more diverse array of theatre artists. We added searchable tags to our website so that subscribers could search for writers and songs based on intersections of identity that are meaningful to them (i.e. LGBTQ artist, Latinx artist, etc...). We updated our company's mission statement and added a land acknowledgment to the site. Finally, we began efforts to engage new writers by reaching out to diverse theatre organizations about our updated submission process.

In the remaining month of 2021, we will continue to update the site with our writers' pronouns and any diversity markers they care to share with our community. This work has prompted important conversations about identity. It is therefore essential we create space and time for writers to consider how they wish to present themselves to subscribers. We also require more time to thoughtfully update our writers' profiles so their work properly populates in searches.

We are continuing our efforts to engage new writers through the many organizations we have researched and with whom we are developing relationships. While this process takes time, we

are heartened to have already added several new writers to our site since the launch of our [new submission process](#) and equitable panel review.

Finally, given that the end of the year is an organic time for reflection, we plan to utilize the remainder of the year to consider the best next steps in our work toward radical inclusivity. We will thoughtfully review the actions we have taken thus far and their effects in order to consider how best to move forward in the first quarter of 2022.

We continue to find this work invigorating and are grateful for the support of our writers and subscribers, who have engaged with us as we seek to create a company where all feel welcome and uplifted.

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.

### 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

### Books

1. [How to be an Anti-Racist](#) - Ibram X. Kendi
2. [Reframing the Musical: Race, Culture and Identity](#) - Sarah Whitfield, ed.
3. [White Fragility: Why it's so Hard for White People to Talk About Racism](#) - Robin DiAngelo
4. [Caste: The Origins of our Discontents](#) - Isabel Wilkerson

5. [Me and White Supremacy: Combat Racism, Change the World, and Become a Good Ancestor](#) - Layla F. Saad

### 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
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](#)