

LAMPLIGHTERS

MUSIC THEATRE

The horrific crimes against Black fellow Americans across four centuries of oppression require action. We must all of us stop and reflect on our deeply ingrained implicit biases, casually taught and casually learned. We at Lamplighters Music Theatre (LMT) feel that we have a moral obligation to address this through action within ourselves and within our community. As we have worked harder than ever over the past 12 months at LMT to institute enduring change, we acknowledge the sustained racism against Black Americans that must be dealt with directly. We must also address the institutionalized legal racism that has existed in the Bay Area for Black, Indigenous, and People of Color.

The Black Opera Alliance has identified LMT as a company willing to commit to substantively aligning the morality of the organization with principle and policy that evaluates, exposes, and expels racism in our operation. The BOA has enjoined us, through this pledge, to demonstrate our active commitment to dismantling racism and its structures in our art form. Therefore, we have adapted the following pledge which we at LMT believe begins to seek equity in our community and to which we can commit our organization and ourselves as individuals.

LMT pledges to make all legally permissible efforts to do the following:

1. **Hire artists who reflect, at minimum, the racial demographics of the San Francisco (SF) Bay area's most diverse communities for both outreach and mainstage projects.**
 - ☐ This action will work to establish equity for Black, Indigenous, and People of Color (BIPOC) performers and will enable audiences to digest living art that is inclusive of our multifaceted experiences, encouraging diversity in donors and increased patronage.
 - ☐ To help achieve this result, we will network and engage with institutions of higher learning (such as Historically Black Colleges and Universities), Young Artist Programs and Studios, and online resources. These efforts will be designed to increase recruitment of BIPOC artists.
2. **Use all new administrative and production personnel openings to build and evolve the LMT roster to be representative of the demographics of our communities in the SF Bay area**
 - ☐ This will build infrastructure that supports equity in our hiring practices through active and purposeful recruitment that seeks more diversity and consequent inclusion in all aspects of LMT.
 - ☐ This includes, but is not limited to insisting that equitable mechanisms be implemented in any new search and hire.
 - ☐ This level of intentionality furthers our increased commitment to EDI across the company. It will allow for powerful new opportunities to deepen the organization's impact, relevance, and advancement of the art form. A diverse and inclusive organizational personnel will bring a broad range of ideas, skills, and views that would not otherwise be considered.
3. **Seek BIPOC composers and librettists to create and/or discover previous work in line with Lamplighters' artistic mission and values, especially those that feature storytelling true to the complexity and broad experience of BIPOC cultures.**
 - ☐ The scope of these works can take multiple forms such as performance workshops, online and/or mainstage productions.
 - ☐ The hiring of BIPOC stage directors, dramaturgs, and librettists in the telling of these stories is crucial.
 - ☐ This strengthens our commitment to include, empower, and uplift diverse perspectives on the stage and throughout our organization.
 - ☐ This action validates the humanity of all People of Color. We acknowledge that their perspective and experience will broaden and enhance the canon of LMT.

4. **Hire more BIPOC creatives and production personnel at every level of LMT.**

- ☐ This includes, but is not limited to: stage managers, directors, conductors, costume designers, hair and makeup artists, and lighting designers.
- ☐ If the size of the candidate pool is insufficient, LMT will actively seek mechanisms to bring more BIPOC into apprenticeship and mentorship opportunities.

5. **Provide training to ensure that visual artists are fully skilled in preparing an artist of Color for the stage.**

- ☐ This is especially true for wig technicians, makeup artists, and lighting designers. Training will be provided and/or identified (including online training).
- ☐ Artists of Color will not be required to provide their own makeup for shows if makeup is being provided for other cast members.
- ☐ LMT will ensure that each artist is visually prepared for the stage.
- ☐ There will be zero tolerance for Blackface or Yellowface (i.e., the darkening of skin to suggest Blackness or makeup or costumes exhibiting cultural appropriation).

6. **LMT will periodically review the hiring and administrative practices for inherent racism and/or implicit bias.**

- ☐ This includes looking for opportunities for increased transparency around artist wages and staff promotions.
- ☐ The company will publicly announce all general, artistic, and executive director searches and pursue equitable measures to ensure that BIPOC candidates are actively sought for the applicant pool.
- ☐ The Board will work to identify the specific blind spots that preclude the onboarding of new BIPOC Trustees and develop focused strategies to dismantle such barriers.
- ☐ LMT human resources/EDI consultant will work in conjunction with management to ensure the soundness and sufficiency of this review process.

7. **We have included within LMT's official Code of Conduct a commitment to anti-racism and anti-oppression.**

- ☐ This agreement will be signed by every company member.
- ☐ The Code of Conduct clearly outlines how and where to report instances of racism, hate speech, or implicit racial bias, as well as the clear plan of action for when such instances occur.
- ☐ All Board and staff members will be required to undertake formal anti-racism and anti-oppression training to counter implicit bias and will make resources available for all company members.

We reject all prejudice. We celebrate diversity, and all are welcome within our community regardless of gender, ableness, neuro-typicality, religious preference, or race.

We hold ourselves accountable for upholding the aforementioned principles. We actively seek to maintain relationships and engage with other organizations that hold these same principles. We will execute these action items to the best of our abilities and within as timely a manner as possible in order to intentionally effect anti-racism within our art form.

Additionally, we will comply with one or several accountability commissions, which will work in conjunction with Opera America, Opera Europa, and opera.ca, to review the inclusionary progress of companies and hiring entities. This ensures that the aforementioned practices are upheld according to written and publicly shared policies and timelines, providing quantifiable and sustained systemic change.

Signed,



Cheryl Blalock, Executive and Interim Artistic Director 06 / 15 / 2021

LMT Board of Trustees:



Jim MacIvaine 07 / 15 / 2021



Lawrence Ewing 06 / 15 / 2021



Sam Rabinowitz 07 / 14 / 2021



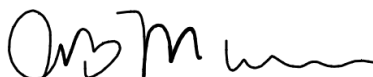
Jen Kiernan 07 / 14 / 2021



Kathryn Fox Ma 06 / 14 / 2021



Donis Flagello 06 / 14 / 2021



Anson Moran 09 / 07 / 2021



Baker A. Peebles 09 / 08 / 2021

Chris Uzelac



Terrance Kelly 06 / 14 / 2021



Arie Singer 06 / 15 / 2021

Arie Singer

CR Manning

C.R. Manning 10 / 30 / 2021

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06 / 14 / 2021

11:59:56 UTC-7

Sent for signature to Cheryl Blalock (cblalock@lamplighters.org), Jim MacIlvaine (jmacilvaine@gmail.com), Lawrence Ewing (flewing@aol.com), Jen Kiernan (jenkiernan415@gmail.com), Kathryn Fox Ma (kathrynfoxma@gmail.com), Donis Flagello (dflagello@nikonrca.com), Andy Moran (abmoran@sprynet.com), Baker A. Peebles (bapeeples@sbcglobal.net), Chris Uzelac (cuzelac@gmail.com), Terrance Kelly (terrancekelly@gmail.com), Arie Singer (ariesinger@gmail.com), Gus Manning (gusmanning13@gmail.com) and Sam Rabinowitz (samuel.rabinowitz@gmail.com) from info@lamplighters.org
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VIEWED

06 / 14 / 2021

12:00:45 UTC-7

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06 / 14 / 2021

12:02:11 UTC-7

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16:25:25 UTC-7

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09 / 07 / 2021
17:00:06 UTC-7

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