

## Sandglass Theater's Ongoing Social Justice Commitment

Since its founding in 1982, Sandglass Theater has been a renowned theater company not only for the artistic creativity and quality of its productions but of equal importance, our social justice and human rights content. Recent race-related events, coupled with similar events that have been occurring since our country's founding, have compelled us to take a thorough inventory of our organization's commitment to addressing social justice issues, including those involving Black, Indigenous, and People of Color (BIPOC). This inventory included looking at our program content, venues, staffing, internal policies & procedures, vendor selection, and how we present ourselves to the public. Although much focus has been placed on safety issues involving the COVID pandemic, we believe priority must also be placed on these social justice issues, with equal vigor and commitment.

On June 9, 2020, our Board of Directors made the following commitments:

- Reexamine our Mission Statement, policies & procedures, by-laws, informal practices and promotional materials to ensure that they clearly state our unrelenting commitment to social justice and human rights in everything we do and that they do not contradict and/or hinder this commitment.
- Provide social justice awareness and sensitivity training to staff and Board of Directors on a regular basis.
- When openings occur within the Board, staff, ensembles, and volunteers, make a concerted effort to bring-in people from marginalized groups with focus on BIPOC. Emphatically address obstacles which may interfere with accomplishing this.
- Where choices are available, do business with organizations and individuals which are BIPOC owned or have demonstrated commitment to social justice.
- Find ways to provide scholarships and sponsorships to people, especially BIPOC, who otherwise may not have sufficient resources to participate in trainings and attend performances.
- Continue to create productions that work to examine systemic injustices, continuing to examine why we have a systemic problem in our country.
- Continue to center our work in community dialogue and include social justice panels, artists, and activists in our festival programming. Work to continue to bring the discussion of racial justice and equity into the field of puppetry.
- Increase our focus on reaching audiences in rural communities which are often neglected in addressing social justice issues.

- Hold ourselves accountable to at least annually taking an organizational inventory of how well we're doing in terms of meeting the above commitments and then taking corrective action, as required.
- Commit to one event a year that is a fundraiser for a social justice cause.