



## Commitment to Justice/Anti-Racism Policy

At the Historic Masonic Temple, we are proud to lend a stage to people of all walks of life, amplifying unheard voices and celebrating their stories. We stand in solidarity with those who demand fairness and accountability in the face of racial injustice—in our Great Lakes Bay communities and the world over. We believe that art is a powerful tool, but art alone does not have the power to effect change. It takes honesty and action to address and correct the inequalities that exist in theatre and our society. The Historic Masonic Temple and its home theatre company, Vanishing Elephant Players, is committed to the following action items:

### *Regular Anti-Racism Training & Resources*

In addition to our own individual commitments to educate and better ourselves, we as a company pledge to regularly complete workshops and training with a focus on anti-racism, partnering with BIPOC arts companies and networks, including (but not limited to) Michigan's own BLAQN (Black Literature and Art Queens Network). We are also generating in-house resources and information, available to all volunteers and paid staff upon request.

### *Equitable Programming and Staffing*

We pledge to put a focus on producing plays written by BIPOC playwrights, and to never produce an all-white season of theatre. We recognize that we must include BIPOC in our production/artistic teams and in the casting process, without tokenizing or stereotyping.

### *Community Engagement & Support*

The Historic Masonic Temple regards our fellow non-profits in solidarity, and we are committing to building and maintaining strong bonds with organizations that uplift and serve marginalized people in our Great Lakes Bay community. We have also worked with local Indigenous people to create a land acknowledgement, recognizing the Anishinaabe land that we occupy, which is featured in all event programs and will be prominently displayed in our Temple.

The actions listed here are a small stepping-stone in the path to racial equality in theatre. The dismantling of centuries-old systems of oppression is hard work, but it is necessary. Creating a more welcoming, inclusive space in the arts benefits and enriches all of us. We hope you join us as we strive to make truly Good Art for All.