



Teatro La Quindicina and our Board of Directors recognizes and are writing to publicly express our full support of The 35//50 Initiative, a collective of artists which have asked the Alberta theatre community to commit to policy changes and organization beliefs towards a more diverse theatre community. Rooted in anti-racist and anti-oppressive practices, The 35//50 Initiative will result in a minimum 35% of staff and contractors who identify as Indigenous, Black, and People of Colour (BIPOC) and 50% of staff and contractors who identify as female or non-binary by the 2025 theatre season.

Meaningful change is necessary for the continued growth of our community and Teatro is encouraged by this initiative. We would like to thank all the individuals who put their time and effort into this call for action.

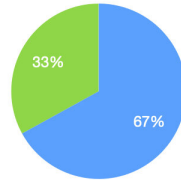
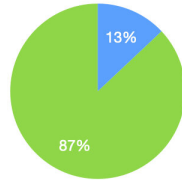
Prior to COVID-19, we began a process of restructuring which has since expanded beyond management structure and will help move us toward the goal of 35//50 representation in all facets of our organization.



1. **Re-structuring:** Over the next two years, the staff and board will work together to find new configurations to more equitably distribute decision-making and agency within Teatro La Quindicina.
2. **Education:** In the coming months the staff and board of Teatro will partake in anti-racism training through the Varscona Theatre, along with staff, board members, and the other resident companies.
3. **Third Party Audit:** Engage a professional BIPOC consultant to do a third-party audit of Teatro's practices on and offstage and help us to formulate a plan on how Teatro can develop policies and procedures for BIPOC artists to work safely.
4. **Recruitment:** Teatro is actively working to recruit board members who are diverse in terms of ethnicity, disability, sexual orientation, gender, and socio-economic background.

We share the following statistics to identify and acknowledge how far we have to go.

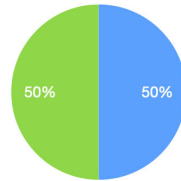
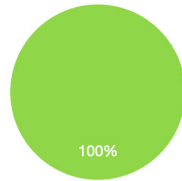
● BIPOC (13) ● WHITE (87) ● FEMALE & NON-BINARY (67)
● MALE (33)



Staff in 2020

This represents the 4 administrative staff.

● BIPOC (0) ● WHITE (100) ● FEMALE & NON-BINARY (50)
● MALE (50)



Board in 2020

This represents the 7 board members.

● BIPOC (0) ● WHITE (100) ● FEMALE & NON-BINARY (43)
● MALE (57)

