

## “We Believe”

### ACT Statement of Values and Commitments

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#### **Introduction**

This document has been developed by the ACT Core Company to ensure the well-being of artists, collaborators, board members, and staff to engage in the spirit of an ever-improving process. This document serves as ACT’s statement of cultural values, accountability, commitments, and agreements. We want our art to be joyful and our work to have a spirit of adventure, so we commit to building thoughtful guardrails to bolster an environment where we can all be brave and buoyant together.

#### **Statement of Accountability**

ACT believes in the power of theatre to change lives. For too long, the lives our institution has focused on have been predominantly white and able-bodied. We acknowledge that ACT has worked inside biased systems that have continued to center only a small group of our global community. This has led to systems that have caused harm, and we recognize that we have upheld and perpetuated those systems. ACT’s staff, board, and Core Company stand in solidarity with and are grateful for those who have stood up for change and are honored to join the ongoing fight for racial justice in this country. The creation of this document is one action in support of that fight and ensuring the well-being of all who come through ACT’s doors. The complete version of this accountability statement is posted on the ACT website.

#### **Statement of Values**

By agreeing to work with ACT, you also agree to uphold the following values:

##### ***We are artist-led and art-centered.***

- We take pride in doing provocative, contemporary, boldly theatrical work.
- We work together to achieve high standards of excellence and accomplishment.
- We recognize that the work we do requires our full humanity, and we find joy in challenging ourselves to do better.
- We believe in authentic representation of people and communities. To that end, creative teams will include members of under-represented communities.

##### ***We believe in creating a safe space in which to do dangerous work.***

- We do not set boundaries around artistic expression, but we strive to ensure an environment where difficult and provocative topics can be explored without harming those involved.
- We strive to cultivate an environment in which people feel respected, valued, and welcome, where we can lean on each other, and where individual agency is valued. Your voice matters here.

***We depend on each other for clear, honest, and responsible communication.***

- We listen to what is being said, and listen for what is not being said.
- We recognize intent vs. impact.
- We question. There is no question we can't ask. We also encourage our collaborators to ask questions and to advocate for their needs.

***We believe that the building of excellent art is risky and joyful, and takes time.***

- We believe in dismantling hierarchy, de-siloing, and challenging oppressive cultures based on traditional power structure.
- We value tablework, conversation, and rigorous examination of our process.
- We reject the culture of urgency in which theatre has previously been made. We believe that there is value in going slowly or pausing. We don't have time to hurry.
- We believe that centering artist health will inevitably lead to higher-quality, more impactful art.
- We believe that transformative work only happens in a room that is continually working to build and safeguard trust.
- We believe in providing space for artists to meet their physical and emotional needs in order to do their best work.

***We strive to ensure that artistic trust is baked into the way we work.***