

WHO WE ARE



Handsome Alice welcomes you to experience theatre devoted to **unleashing the human voice**. At the heart of everything we create lies a commitment to artistic excellence driven by passion and spurred by daring.

Anti-Racism Commitments

ABOUT US

STAFF & BOARD

HISTORY & ARCHIVES

To Our Community,

Below is the Handsome Alice Theatre commitment to the 35//50 Initiative.

Internal Commitments, at the Staff & Board Level

To be implemented by the end of 2020

- Employ external experts to revamp board and working policies to include:
 - Public anti racism statement
 - Equitable Hiring Policies
 - Anti-Harassment Policies
 - Robust HR procedures
 - Harassment reporting (third party) mechanism
 - Formal due diligence process for long term hires
- Implement annual anti-racism & anti-oppression training
- Participation in the **35//50 Initiative** outlined here:
 - Commitment to have our organization be made of a minimum 35% IBPOC and 50% women + non-binary. We are committed to tracking and reporting on our status regarding this goal.
 - Currently, our staff is 100% women and 50% POC and our board is 60% women and 40% POC.

Artistic Programming Commitments

To be implemented starting in our 2020-2021 Season Projects

- Participation in the **35//50 Initiative** outlined here:
 - Commitment to have our creative and technical teams be made up of a minimum of 35% IBPOC and 50% women + non-binary. We are committed to tracking and reporting on our status regarding this goal.
- Provide a minimum of 50% towards budgets for "presenting" projects
- Continue to build our relationships/network with IBPOC and marginalized artists & technicians.

Through these initiatives, we want to provide creative spaces where no one feels unsafe. We want to be an organization that ensures all individuals are taken care of and that those we employ have all the resources they need to feel safe and empowered to do their work.

Community Commitments

To be implemented starting in our 2020-2021 Season Projects

- Continual development of our Anti-Racism Artist Salon Series each season
- Continual development of our quarterly **Anti-Racism Newsletter**

We are always open to feedback and suggestions, as we recognize we are still learning as an organization. Please contact our board directly at board@handsomealice.com. We want to continue to have conversations with our community so please reach out.

Sincerely,

The Handsome Alice Theatre Team

Meg Farhall

Bianca Miranda

Audra Stevenson

Abeer Habibullah

Nolan Hill

Carrie McManus

Harpreet M Dayal