

TRINITY REPERTORY COMPANY
ANTI-RACISM TRANSFORMATION COMMITTEE CHARTER

The Anti-Racism Transformation Committee is an ad hoc committee responsible for gathering input from representatives of the Staff, Company, Leadership, Board, and Community on how Trinity Repertory Company has contributed to systemic racism in our community and to define the steps it will take to develop and implement a bold new vision for theater making, education, and community engagement for Trinity Rep, founded on the principles of genuine equity and anti-racism.

It will achieve its goal by:

- Reviewing Trinity's past performance as it relates to the treatment of BIPOC artists, production of BIPOC-authored and BIPOC-relevant plays, the employment of BIPOC staff and artists, and its relation to BIPOC communities;
- Review proposals for expert consultation on anti-racism/EDI training and recommend the most appropriate firm;
- Provide a forum for BIPOC artists and staff and BIPOC community members to communicate their concerns and grievances with how Trinity has operated to negatively impact them as people, and contributed to systemic racism;
- Recommend changes in the structure and operation of Trinity that would make it an effective force against systemic racism;
- Recommend strategies and approaches that engage BIPOC communities in the work of Trinity;
- Develop an agenda and plan for an All Staff, All Company, Board, and Community Summit on Anti-Racism that includes acknowledgement of past behavior and recommends changes to future operations;
- Transition to permanent organizational structures that secure the recommended changes and adapt to future needs to continue Trinity's role as an agent for equity and justice for all communities.

The Committee will initially be composed of:

- Four BIPOC members of the Acting Company
- One other Acting Company member
- The Executive and Artistic Directors of Trinity
- Three staff members, with at least one being BIPOC
- Three community representatives with appropriate BIPOC representation
- Four Board members

The composition of the Committee may change as needed to fulfill its charge, and it will invite individuals to participate to address specific issues.