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**ENOUGH IS ENOUGH.**

We are outraged by the senseless and brutal murders of George Floyd, Breonna Taylor, Ahmaud Arbery and the millions of lives destroyed by systemic racism in our country.

At the core of IAMA’s mission, we are committed to inclusion, to amplifying voices of color, and to using the power of theater and community to create social change and call out all systems of oppression that perpetuate inequality, fear and grief.

We stand with the protesters in condemning all acts of racial violence and injustice.
Though our theater may be dark during this uncertain time, we promise to continue to be a loud voice for social justice.
To the Black Artists in our community and beyond...
We see you.
We love you.
We are listening.
**BLACK LIVES MATTER.**

We do not want to merely give lip-service to the severity of this long-overdue moment. While this is a time for listening and reflecting and learning, this is also a time to follow-through on change.

Let’s first be clear about what got us here. Systemic anti-Blackness has run rampant through American institutions for centuries. The current movement of reckoning and change has come at the cost of Black life.

While IAMA has always been committed to inclusion within our ensembles and work, we also recognize that this change has taken too long.

We’d like to offer our hearts, our listening, our empathy. And we do.
But let’s talk **ACTION**.

Here’s where we are starting:

**1. LEADERSHIP.**We are dedicated to expanding our Board of Directors and Artistic Leadership over the next year to reflect BIPOC voices in all organizational decision-making.
**2. PRODUCTION.** Committing to ensuring equity in our creative production teams. Inclusion on stage and off must remain a core value of how we make theater.
**3. ARTISTIC OPPORTUNITIES.**Holding open calls for BIPOC, Non-Binary, Persons with Disabilities, and LGBTQIA+ talent.
**4. MEMBERSHIP.** Ensuring that our core ensemble reflects the diversity of our Los Angeles community.
**5. DIALOGUE.** Fostering an open feedback dialogue with every artist, BIPOC or other-wise, who decides to work with us, as well as Anti-Racist education and training for our ensemble members and administration.
**6. ACCESSIBILITY.** Broadening audience outreach to reach all ethnic and socio-economic groups in the Los Angeles community; ensuring that ticket price is never a barrier to enjoy our work.
**7. COMMISSIONS.**We are continuing our “Rhimes Unsung Voices Playwriting Commission” to serve BIPOC playwrights who have not yet had the benefit of a professional production. In addition, we are reserving our 2nd Yearly Commission to BIPOC playwrights at any stage of career.

Let’s start here. We are committed to the promise that when you see work at IAMA, you will also see all of the above in action. As always, we’re listening. Listening is the heart of what we have to do on stage. But if our stage is incomplete, what are we hearing?

*Watch us closely.*

IAMA