

To our Black, Indigenous and POC artists, leaders, friends, colleagues, alike; who continue to fight for their voices to be heard and for the injustices against them to be recognized; we have not done enough. Who we are right now as individuals, and as an organization, is not enough.

We recognize that we must be an active part of the solution to help dismantle the racist and discriminatory systems that we have continued to benefit from time and time again. We must hold not only others, but ourselves accountable for the part we have played in the sustainability of what Philip Akin (Artist Director of Obsidian Theatre) poignantly describes as a system designed “to keep Black people as 3/5ths of human [and] designed to give just enough success for one or two of us so that the rest of us could hang on to a shadow of hope”. We are part of it, and we need to actively engage in conversations and educate ourselves in ways to dismantle this oppressive system.

We recognize that we have not listened closely enough to marginalized voices. We are listening now. Words are not enough and concrete action must be taken.

This statement is only the first step in standing in solidarity with you all. We pledge to do the work to educate ourselves and to break the history of relying on members of the BIPOC community for help. We pledge to amplify your voices by providing opportunities for members of the BIPOC communities to tell their stories. We pledge to make our theatre a safe and welcoming space for BIPOC artists, audiences, and team members. We pledge to have more diverse representation not only on our stages but on our operations team.

We acknowledge we have much to learn. We are ready to start this work and continue it through our careers and lives.

Enough is enough.

Black Lives Matter.

With love and in solidarity,

The Assembly Theatre