

Individual pledge

I pledge to create an anti-racist and decolonised Australian Theatre industry.

I promise to educate myself and others, removing the pressure from my BIPOC peers.

I promise to add my voice to essential conversations surrounding racism, difficult or not.

I promise to advocate for BIPOC leaders and amplify voices of colour.

I promise to listen up, show up and speak up when I witness injustice.

I promise to hold accountable the companies who are complicit in the marginalisation of BIPOC artists.

I promise to apply this pledge to diversity in its entirety including but not limited to disabilities (visible and invisible), low socioeconomic backgrounds, body diversity, transgender gender diverse identifying artists.

I promise to be a lifelong active ally.

My pledge does not stop here, **hold me accountable.**

Australian Performing Arts Industry Leader Pledge

As an industry leader, we pledge to create an anti racist, decolonised Australian theatre industry and establish an inclusive and safe environment for all.

We Pledge to:

- Acknowledge in-built systemic racism and educate ourselves in our complicity
- Hire cultural consultants/advisors and intimacy coordinators who have the necessary knowledge in experience to create safe spaces and not allow cast driven emotional labour
- Consult The Equity Diversity Committee and enforce safe practices for all diverse creatives
- Commit to a minimum of 25% Bla(c)k, Indigenous, People of Colour, gender diverse, disabled and body diverse artists working in our companies and on our projects
- Commit to working towards a minimum 25% of annually programmed work that is created and led by BIPOC artists
- Stop programming works that feature racially insensitive characters and depictions
- Apply this pledge to diversity in its entirety including but not limited to disabilities (visible and invisible), low socioeconomic backgrounds, body diversity, transgender gender diverse identifying artists.

We acknowledge that these changes won't happen overnight but the more we keep striving to achieve them, the sooner we will see change. **Hold us accountable**