The Black Lives Matter movement has finally and deservedly reached a new level of international momentum over the past several weeks. The Townies, Inc. has always believed in that statement and in the movement but our solidarity isn't enough.

Our mission proclaims our belief in the power of stories, of words. Words must be propelled by action in order to become reality.

We acknowledge and apologize for our insufficient commitment to anti-racism work in our organization thus far. We promise to do better and to do more. Below, you will find our ongoing action plan, one that will grow and evolve as we continue to learn from Black and Indigenous activists and educators, as well as other communities of color targeted by racism and white supremacy. There will be many more steps ahead on this never-ending journey to make our workplace and our workshops more accessible, inclusive and welcoming across the board.

This is an intentionally open-ended and evolving document so that it will continuously reflect the progress of the conversation on white supremacy worldwide and here at home.

**ACTION PLAN, STEP 1:**

1. We are revising our scholarship process to support a scholarship fund designated for People of Color. We commit to further extending our community outreach to ensure more inclusive student recruitment.

2. As we bring in new staff members and contractors, we commit to creating more inclusive job descriptions and hiring practices to ensure there are no subtleties discouraging applications from Black and Indigenous folks, People of Color and/or members of the LGBTQIA+ community. We commit to further extending our community outreach to ensure more inclusive recruitment. This process will include but is not limited to connecting with organizations that directly support Black and Indigenous people and other communities of color in our county.

3. We commit to making our board more inclusive of Black and Indigenous people, of People of Color and of LGBTQIA+ folks. We commit to examining and addressing the ways in which our recruitment and onboarding processes may discourage certain prospective board members. This process will include but is not limited to periodic participation in implicit bias and inclusivity trainings.

4. Our journey towards deepened inclusivity needs to go beyond representation. As we continue to develop a more inclusive staff, board and student/audience base, we
commit to not only making room at our table but also to valuing, incorporating and amplifying the lived experiences and contributions of People of Color. This effort will be supported by the actions listed above and through the anti-racist work we have committed to as individuals.

In the spirit of listening and learning, we would like to invite you, our community, to collaborate with us as this document expands and shifts. We welcome your hearts, words, frustrations, wisdom and vision to aid us on our journey towards a more equitable organization and a more equitable world. Please send your feedback to: info@thetowniesinc.org.

All Black voices matter. All Black futures matter. All Black lives matter.

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