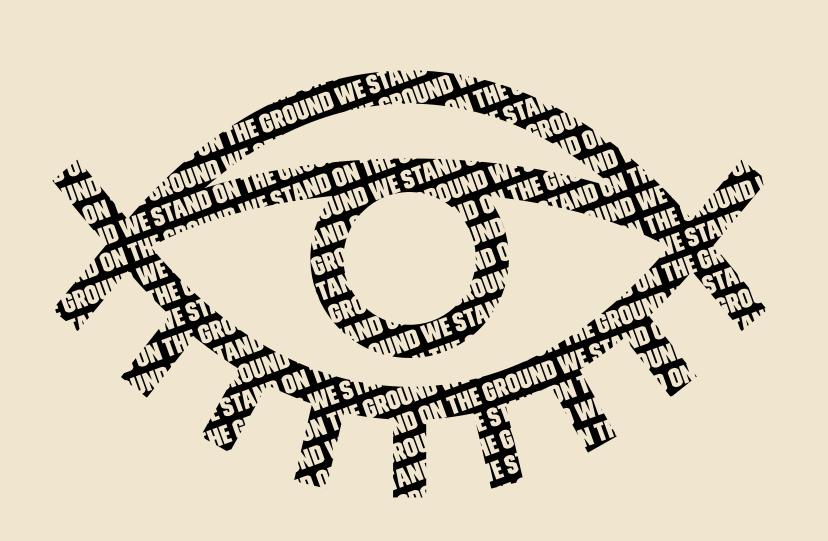
DEAR WHITE AMERICAN THEATER,



Dear White American Theater,

We come together as a community of Black, Indigenous, and People of Color (BIPOC) theatremakers, in the legacy of August Wilson's "The Ground on Which I Stand," to let you know exactly what ground we stand on in the wake of our nation's civic unrest.

We see you. We have always seen you. We have watched you pretend not to see us.

We have watched you un-challenge your white privilege, inviting us to traffic in the very racism and patriarchy that festers in our bodies, while we protest against it on your stages. We see you.

We have watched you program play after play, written, directed, cast, choreographed, designed, acted, dramaturged and produced by your rosters of white theatermakers for white audiences, while relegating a token, if any, slot for a BIPOC play. We see you.

We have watched you amplify our voices when we are heralded by the press, but refuse to defend our aesthetic when we are not, allowing our livelihoods to be destroyed by a monolithic and racist critical culture. We see you.

We have watched you inadequately compare us to each other, allowing the

failure of entire productions to be attributed to decisions you forced upon us

for the comfort of your theater's white patrons. Meanwhile, you continue to

deprioritize the broadening of your audiences by building NO relationship with our communities. We see you.

We have watched you harm your BIPOC staff members, asking us to do your emotional labor by writing your Equity, Diversity and Inclusion statements. When we demanded you live up to your own creeds, you cowered behind old

racist laments of feeling threatened, and then discarded us along with the val-

ues you claim to uphold. We see you.

We have watched you discredit the contributions of BIPOC theatres, only to co-opt and annex our work, our scholars, our talent, and our funding. We see you.

We have watched you turn a blind eye as unions refuse to confront their racism and integrate their ranks, muting the authenticity of our culture and only reserving space for us to shine out front on your stages but never behind them. We see you.

POC artists, using the power of development, production, and awards to quiet us into obedience at the expense of our art and integrity. We see you.

We have watched you use our BIPOC faces on your brochures, asking us to politely shuffle at your galas, talkbacks, panels, board meetings, and donor

We have watched you dangle opportunities like carrots before emerging BI-

dinners, in rooms full of white faces, without being willing to defend the sanctity of our bodies beyond the stages you make us jump through hoops to be considered for. We see you.

We have watched you hustle for local, federal, foundation and private funding

on our backs, only to redirect the funds into general operating accounts to cover your deficits from years of fiscal mismanagement. We see you.

We have watched you hire the first BIPOC artists in executive leadership, only

to undermine our innovations and vision of creating equitable institutions, by suffocating our efforts with your fear, inadequacy, and mediocrity. We see you. We have watched you attend one "undoing racism workshop," espousing to

funders you are doing the work, without any changes to your programming or leadership. You've been unwilling to even say the words "anti-racism" to your boards out of fear of them divesting from your institutions, prioritizing their privilege over our safety. We see you.

We have watched you promote anti-Blackness again and again. We see you.

We have watched you say things like – I may be white, but I'm a woman. Or,

I may be white, but I'm gay. As if oppression isn't multi-layered. We see you.

We have watched you exploit us, shame us, diminish us, and exclude us. We

see you.

We have always seen you.

And now you will see us.

We stand on this ground as BIPOC theatremakers, multi-generational, at var-

ied stages in our careers, but fiercely in love with the Theatre. Too much to continue it under abuse. We will wrap the least privileged among us in protection, and fearlessly share our many truths.

About theatres, executive leaders, critics, casting directors, agents, unions, com-

mercial producers, universities and training programs. You are all a part of this

house of cards built on white fragility and supremacy. And this is a house that will not stand.

This ends TODAY.

We are about to introduce you...to yourself.

Signed,

The Ground We Stand On

YAHYA ABDUL-MATEEN II **EMIKA ABE CHRISTOPHER ACEBO AMELIA ACOSTA-POWELL WILL ADAMS KEITH JOSEF ADKINS UZO ADUBA SAHEEM ALI LUIS ALFARO NYAHALE ALLIE** RAQUEL ALMA ÁN CHRISTINA ANDERSON **NICCO ANNAN NISSY AYA STORI AYERS DEDE AYITE NICHOLAS AVILA DE'ADRE AZIZA** TRAVIS BALLENGER TAYLOR BARFIELD **AZIZA BARNES** FRANCOIS BATTISTE LAWRENCE BENNETT **CHRISTOPHER BERRY SHELDON BEST HILARY BETTIS CECIL BLUTCHER** RAYMOND BOBGAN **ELISA BOCANEGRA KEITH ARTHUR BOLDEN** FREEDOME BRADLEY **CHARLOTTE BRAITHWAITE** PHILLIP JAMES BRANNON DANIEL BREAKER **NICOLE BREWER STEVE BROADNAX III DANIELLE BROOKS RYAN BROUSSARD CAMILLE A. BROWN** STERLING K BROWN **DANIEL BRYANT EMILYA CACHAPERO KRISTEN ADELE CALHOUN** DARREN CANADY TATYANA-MARIE CARLO **JOSÉ CASAS LOLITA CHAKRABARTI SYDNEY CHARLES HOPE CHÁVEZ** KIRSTEN CHILDS **KAREN CHILTON WILSON CHIN LINDA CHO** JENNA CHRISPHONTE **LAP CHI CHU MIA CHUNG MARIE CISCO WARDELL JULIUS CLARK MICA COLE GARLIA CORNELIA** RODRICK COVINGTON **BEHZAD DABU** MALCOLM DARRELL **GLENN DAVIS JOSIAH DAVIS SHIELA KAY DAVIS VIOLA DAVIS ROBIN DE JESÚS SABINE DECATUR GUADALÍS DEL CARMEN LELAI DEMOZ SNEHAL DESAL** TY DEFOE LYDIA DIAMOND **ANNALISA DIAS KRISTOFFER DIAZ NOAH DIAZ CRYSTAL DICKINSON**

KELVIN DINKINS JR.

BRANDON DIRDEN

TIMOTHY DOUGLAS

COLMAN DOMINGO

JASON DIRDEN

BJORN DUPATY

IYVON EDIBIRI **ALAN EDWARDS CYNTHIA ERIVO GEORGINA ESCOBAR EDEN ESPINOSA** LARISSA FASTHORSE **EVELINA FERNANDEZ** LADY DANE EDIDI FIGUEROA ROBERT BARRY FLEMMING **KAMILAH FORBES** INDA CRAIG GALVAN MAIJA GARCIA **DAWN-LYEN GARDNER LEAH C. GARDINER MARCUS GARDLEY** NATAKI GARRETT **PATRICIA GARZA DEEKSHA GAUR ADRIANA GAVIRIA ASMERET GHEBREMICHAEL** SETH GILLIAM **KEELAY GIPSON ISAAC GOMEZ MARIA MANUELA GOYANES DONNETTA LAVINIA GRAYS CHESTER GREGORY KIMBERLY HEBERT GREGORY DANAI GURIRA KATORI HALL JESSICA HAGEDORN DEADRIA HARRINGTON LEAH HARRIS BRIAN TYREE HENRY CARMEN HERLIHY JOHN MICHAEL HILL RON HIMES CHAZ SHERMILL HODGES SEENA HODGES WILLIAM HODGSON** ANDRE HOLLAND **IKE HOLTER COOPER HOWELL** TIMOTHY HUANG **QUIARA ALEGRIA HUDES JASMINE HUGHES** YON TANDE WHITNEY V. HUNTER **KHIYON HURSEY CHISA HUTCHISON DAVID HENRY HWANG** NAOMI IIZUKA **JAMES IJAMES** DANIEL K. ISAAC **LESLIE ISHII KOREY JACKSON TOUSSAINT JEANLOUIS SHARIFA JOHKA CYNDII JOHNSON LESLIE K. JOHNSON** TIFFANY JOHNSON MILLICENT JOHNNIE **ALBERT JONES** DANIEL ALEXANDER JONES **OMI OSUN JONI L. JONES** MARSHALL JONES **COOKIE JORDAN RAJIV JOSEPH** ELIZABETH JUDD **JENNY JULES** JAMIL JUDE **HANSOL JUNG TINASHE KAJESE JOAQUINA KALUKANGO MIA KATIGBAK**

NAMBI E. KELLEY

HAILEY KILGORE

KWAME KWEI-ARMAH

JENNY KOONS

DANIEL KYRI

L'OREAL LAMPLEY

SANAA LATHAN

ADRIAN LESTER

HARUNA LEE

SUTTIRAT LARLARB

BRYAN JOSEPH LEE

ZHAILON LEVINGSTON JOSE LLANA KRISTOLYN LLOYD **ERIC LOCKLEY JEAN "PAPA JEAN" LODESCAR KAMILAH LONG SKY LAKOTA LYNCH MANDI MADSEN** ARNULFO MALDONADO **SANDRA MARQUEZ JANIO MARRERO KEN-MATT MARTIN LEROY MCCLAIN** FORREST MCCLENDON TARELL ALVIN MCCRANEY **JAMES MCDANIEL** PATRICIA MCGREGOR **DIANNE MCIYNTRE** SHEAUN MCKINNEY **NEEL MCNEILL GRIFFIN MATTHEWS ALEX MEDA NIDIA MEDINA LINDSAY MENDEZ** DAVID MENDIZÁBAL **NINA ANGELA MERCER DAYRON MILES RUTHIE ANN MILES PATINA MILLER LIN-MANUEL MIRANDA LOY MIRANDA SIMONE MISSICK SAM MORREALE CARMEN MORGAN DOMINIQUE MORISSEAU** TARA MOSES DAAIMAH MUBASHSHIR **DIPANKAR MUKHERJEE RAELLE MYRICK-HODGES MARY KATHRYN NAGLE BRANDON NASE** MEENA NATARAJAN J. ALPHONSE NICHOLSON LYNN NOTTAGE ANTOINETTE NWANDU **EVREN ODCIKIN LESLIE ODOM JR.** DIANA OH **SANDRA OH ROBERT O'HARA KAREN OLIVO** IAN OLYMPIO JACOB G. PADRÓN **JEFFREY PAGE JIEHAE PARK SUZAN-LORI PARKS** RALPH PEÑA **RONEE PENOI** RAD PEREIRA **ROBERTA PEREIRA JESSE J. PEREZ JOEL PEREZ** LAMAR PERRY **MING PFEIFFER TYRONE PHILLIPS XAVIER PIERCE KAREN PITTMAN GABRIELLE FULTON PONDER JEREMY POPE SARAH PORKALOB BILLY PORTER PORTIA**

HARRISON DAVID RIVERS **DAVID J. ROBERTS NICOLETTE ROBINSON** ERIC B. ROBINSON, JR. STEPHANIE ROLLAND **ANIKA NONI ROSE ERIKA ROSE STACEY ROSE INDHU RUBASINGHAM ELIZABETH SALINAS NIKKOLE SALTER DERRICK SANDERS JUDE SANDY SELENE SANTIAGO SOCORRO SANTIAGO** RUBEN SANTIAGO-HUDSON TANYA SARACHO **MADELINE SAYET GEOFFREY JACKSON SCOTT** KIMBERLY SCOTT SERET SCOTT **OZ SCOTT HANA SHARIF DREW SHADE GODFREY SIMMONS HEATHER ALICIA SIMMS BRITTON SMITH** JAMIE LINCOLN SMITH **KEITH RANDOLPH SMITH NATASHA SINHA AURIN SQUIRE VERA STARBARD** HAROLD STEWARD **DAVID STEWART DELANNA STUDI MIKAAL SULEIMAN PAUL TAZEWELL JULIUS TENNON KYLE VINCENT TERRY ERIC TING** LIESL TOMMY **BLAIR UNDERWOOD UNIVERSES:** (MILDRED RUIZ-SAPP & STEVEN SAPP) **CLYDE VALENTIN JOSE LUIS VALENZUELA RYAN VASQUEZ VICTOR VAZQUEZ NIKKI VERA REGINA VICTOR SHAY WAFER TERESA COLMAN WALSH SHARON WASHINGTON** DARYL WATERS **NICOLE A. WATSON** DANIEL J. WATTS **LOY WEBB RUTINA WESLEY REGGIE WHITE CHRISTIAN DANTE WHITE LILIAS WHITE JOSH WILDER MARTIN DAMIEN WILKINS JAMES A. WILLIAMS LA WILLIAMS TATIANA WILLIAMS MICHELLE WILSON EMMANUEL WILSON** TRACEY SCOTT WILSON CHRISTOPHER WINDOM **ANTONIO MICHAEL WOODARD** TAMILLA WOODARD **LAURIE WOOLERY CHARLES RANDOLPH WRIGHT RHIANA YAZZIE ANITA YAVICH STEPHANIE YBARRA LAUREN YEE TORANGE YEGHIAZARIAN CHAY YEW** PIRRONNE YOUSEFZADEH

KAREN ZACARIAS



LINDA POWELL

WILL POWER

PENNY PUN

ISSA RAE

BRIAN QUIJADA

CLINT RAMOS

SOFIA RAMOS

OTIS RAMSEY-ZOE

CONDOLA RASHAD

CONRAD RICAMORA

ANDREW RINCÓN

CODY RENARD RICHARD