**SECOND THOUGHT THEATRE’S**

**STATEMENT OF EFFORTS FOR GREATER EQUITY, EQUALITY, REPRESENTATION, AND JUSTICE**

Theatre is a communal experience. Artists meet audiences in a celebration of creativity, expression, and life. This celebration is at its fullest when all involved bring with them the breadth of their individual perspectives and insights, vividly shaped by their unique human experiences. Committed to creating challenging, high-quality theatre, Second Thought Theatre strongly believes that it will best serve their artform and their community only when it operates with a conscious eye—an eye fixed on facilitating spaces that are representative of the local, national, and global communities and ensuring that access to participation is equitable, opportunities are equally afforded, and a sense of belonging that befalls all who take part.

As such, Second Thought actively seeks to create art that engages the local community and encourages a perpetual lean toward collective growth and evolution, with an increasingly greater understanding of and respect for the multiplicity of humankind. By focusing on topics and works that cause one to “think again,” Second Thought Theatre challenges its artists, audiences, peers, and others to recognize and stand up against issues of inequality and injustice, in whatever forms they may take.

Through constant internal reflection and evaluation of standard practices, Second Thought will continue to fix its gaze on the greater Dallas community and all of the things that make it a singularly vibrant metropolitan area, while continuing to confront directly elements of intolerance and injustice wherever and however they are present. To achieve these ends, Second Thought is resolute in the sustainment and invigoration of the following best practices, among many others, that it believes will not only accomplish the above, but also enhance the theatre experience for its artists, staff, board, and audience.

* Second Thought will prioritize empowering the perspectives of *groups targeted for oppression* *and historically excluded* in all aspects of its organization, including artistic programming, casting, staffing, and board recruitment.
* Second Thought will, every year, produce no less than one playwright and employ no less than one director who identify as members of *racialized groups targeted for oppression and historically excluded.*
* Second Thought will continue to dedicate itself to works that celebrate the human experience while confronting uncomfortable issues that detract from it.
* Second Thought will seek out artists from a range of backgrounds reflecting the multiplicity of its wider community, allowing them to tell compelling, honest stories with inclusion and equity as organic functions.
* Second Thought will support the local Dallas artist community, producing works by local writers; engaging local actors, directors, and producers; and contracting local designers.
* Second Thought will compensate its artists and staff fairly and equitably.
* Second Thought will make staffing and casting decisions in a manner that prioritizes the merit of an individual’s contributions and does not, under any circumstance, tolerate discrimination of any type.
* Second Thought will regularly program events that facilitate open lines of access to its artistic output, through community engagement and development strategy, free and/or discounted ticket prices, and etc.
* Second Thought will recruit members to its Board of Directors that believe in and work to support its missions and values, aiming to achieve a board makeup of 20% representing *racialized groups targeted for oppression and historically excluded*, with the ultimate goal of achieving a board that best reflects the socio-cultural communities in which it functions.

***“Art is not a mirror held up to reality, but a hammer with which to shape it.” – Bertolt Brecht***