

# THE CRY HAVOC COMPANY

## Racial and Ethnic Diversity Pledge

**CRY HAVOC acknowledges that casting, recruiting and practices in our past represent a passive complicity in systemic racism, anti-Blackness and white supremacy. We pledge the following in order to build an equitable community that is a home for artists and creative leaders that reflects the diversity of voices that should be heard in the American Theater.**

- CRY HAVOC will increase representation of Black, indigenous, POC and other historically marginalized artists by actively identifying and recruiting these artists — and their projects— to build a diverse community.
- CRY HAVOC leadership will prioritize these practices in our budget and programming towards an equitable balance.
- CRY HAVOC will devote artist development resources to Black, indigenous, POC and other historically marginalized artists to counteract professional, educational and apprenticeship pipelines that have long prevented access and reinforced systemic racism and white supremacy.
- CRY HAVOC will seek and recruit Black, indigenous, POC and other historically marginalized artistic leaders into our senior staff.