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August 13, 2020

Dear Mill Race Theatre Family

As a theatrical organization that serves a vibrant and diverse community, MRTC has always endeavored to be a welcoming place of inclusivity and warmth. Even so, we realize that we may not have always succeeded in our ideals. The current racial protests have compelled our Board of Directors to take a deeper look at our organization, to consider what inclusivity truly means, and to determine how we can best create a space in which everyone feels welcome and free to participate.

We recognize that there have been times when our practices have failed to meet our standards and times when members of our community have not felt the inclusivity that we strive for at MRTC. Therefore, over the past few weeks we have been having conversations to challenge our processes, including “the things we’ve always done,” and to question ways we may have unknowingly excluded members of our theatre family and even those outside of our family. We’re learning that there are invisible ways in which we may have participated in inequality, and that is not acceptable to us.

The conversations that we are having are uncomfortable and challenging but also revealing and rewarding. They have reinforced our passion to be a welcoming place filled with talent and diversity. We do not profess to have all the answers, but we are dedicated to finding them by asking hard questions and listening to the answers.

We have established a committee to examine how our systems - both formal and informal - may have perpetuated inequality. Our hope is to find meaningful and specific ways that we can improve and to hold ourselves accountable.

MRTC has been a part of this wonderful community for 50 years, and we look forward to working together as we step into our next 50 years. We invite you to join us in this journey to a better community theatre and a more inclusive tomorrow. Please reach out to us at listening@millracetheatre.org. We want to hear about your experiences with MRTC, and we want to know where you think we have missed the mark and where you think we’ve done well. We know that this is a forever journey and that we may stumble along the way, but we hope that we can continuously better our theatre company to become who we want to be.

Looking forward to growing and learning together,

Your MRTC Board