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# MISSION, VALUES, AND EDI

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American Conservatory Theater is an essential gathering place that brings artists and communities together to inspire and provoke **empathy**

## Mission

**ENGAGE** the spirit of the San Francisco Bay Area.

**ACTIVATE** stories that resonate.

**PROMOTE** a diversity of voices and points of view.

**EMPOWER** theater makers and audiences to celebrate liveness.

## Values

**INCLUSION:** We see as essential, and embrace a diversity of voices and perspectives in all that we do. Transparency, collaboration, trust, and respect are core.

**TRANSFORMATIONAL LEARNING:** We value continuous evolution of ourselves, our art form, and our community. We are open to change, surprise, risk, and the best ideas.

**PARTICIPATION:** We are invested in all who engage and collaborate in our work – artists, audiences, staff, students, volunteers, donors, and the community as a whole.

**RIGOROUS FUN:** We are serious about the impact of our work and simultaneously experience joy in what we do.

## Our commitment to equity, diversity and inclusion

A.C.T. commits to becoming an inclusive and anti-racist organization where everyone can thrive. The moral imperative that drives our commitment is the transformational power of art made possible when true inclusion is realized, when a diversity of perspectives and experiences is respected, and when oppressive systems are collectively dismantled - leading to better art, more supportive and welcoming environments, and improved outcomes for all.

As part of a theatrical ecosystem with underpinnings of systemic racism and anti-Blackness, we acknowledge our organization's history as a predominantly white institution. We also acknowledge that A.C.T. has caused real harm and trauma, consciously or subconsciously, directly or indirectly, adversely impacting our colleagues, students, audiences, staff and members of our community. We take these injuries seriously, and we are working to make meaningful, lasting changes that dismantle and eliminate the inherently oppressive structures and practices in our culture, our organizational structure, our business practices and our work, on and off the stage.

We are doing the work through listening, educating ourselves, responding, and adjusting to be better as an organization and individuals. We are holding each other accountable with clear actions, goals and measurable results. This work is ongoing and we acknowledge the tension between moving quickly, being inclusive and making change that will have lasting impact.

## EDI Strategic Plan

Our EDI Strategic Plan, created in early 2020, is a framework for this work. We focus upon Cultural Competency, Investing in our People, Employee Led Groups, Artistic Programs & Our Community, and Intentionality and Accountability.

We recently expanded our plans and commitments with input from [\*\*We See You White American Theater\*\*](#) and the Bay Area [\*\*BIPOC Equity Action Plan\*\*](#). We are grateful for the work and labor that has gone into developing these plans and hear the feedback from BIPOC colleagues. Members of our staff, students, faculty and board have reviewed and provided input. Our EDI plan is a living and working document for A.C.T. and is not intended to be a checklist as the work is never done. Past actions are noted so that we and future generations of A.C.T. stakeholders can see what has been implemented or attempted and continue to build upon these intentional efforts.

### EDI PLAN

We are committed to becoming an inclusive and anti-racist organization where everyone can thrive.

### ANTI-RACISM RESOURCES

Explore our list of resources to get involved.

### COMMITMENT LETTER

We promise to listen, reflect, adapt and participate in the change.

### BLACK LIVES MATTER

We believe Black Lives Matter, and we can make a positive difference through direct action and care.

### INDIGENOUS COMMUNITY

Read our land acknowledgement and find resources on how to support Indigenous communities.

### STOP AAPI HATE

A.C.T. Stands with the AAPI Community.

### AUDITIONS

Learn more about our anti-racist casting practices and how to participate within A.C.T.

## EDI COMMITTEE



**Chrystal Ellis Sweazey**  
Director of Human Resources  
and Equity, Diversity, &  
Inclusion



**Fran Astorga**  
Conservatory Manager



**Katie Craddock**  
Literary Manager & Casting  
Associate



**Amy Dalba**  
General Manager



**Natalie Greene**  
Director of Education &  
Community Programs



**Malaika Kirkwood**  
Development Assistant



**Joy Meads**  
Director of Dramaturgy and  
New Works



**Megan Murray**  
Audience Services Manager



**Elizabeth Newton**  
Production Manager -  
Events/Rentals & Mainstage



**Jim Sivori**  
Chief Financial Officer

### ***We acknowledge the land***

*As part of our commitment to equity, diversity, and inclusion at A.C.T., we are in the process of building a meaningful relationship with the local Indigenous community. As part of this we begin by honoring the lands upon which we do our work. We are proud to offer deep gratitude to the tribal band of Ramaytush Ohlone (pronounced rah-my-toosh o-lone-ee) peoples and their lands that cover Northern California and down the Pacific coastline. Prior to the arrival of the Spanish in the 1700s, the Ramaytush Ohlone numbered approximately 1500 persons, and made their life on the sacred lands. Only a few families survived and still remain. Those descendants make up the membership of the Association of Ramaytush Ohlone (ARO) today. We honor the Ohlone as a people, their resilience, and all they have done and continue to do in maintaining sacred and ancestral lands, ceremony, and communities to this day. A.C.T. donates to the Shuumi Land Tax to support the repatriation of these Indigenous lands. For more information on how you can support the*

*Ohlone community, please visit our [Indigenous Community](#) page.*

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**The Toni Rembe Theater**

415 Geary Street  
San Francisco, CA 94102

**The Strand Theater**

1127 Market Street  
San Francisco, CA 94103

Box Office: **415.749.2228**

**[tickets@act-sf.org](mailto:tickets@act-sf.org)**

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