



MTG Diversity Initiative Policy & Procedure Proposal

1) **Diverse Artist Invitation Program** is to invite underrepresented Actors for MTG Membership. The goal of the DEI Committee is to expand the MTG Membership to include more Actors with diverse backgrounds and those who are underrepresented in MTG's core Membership. This program is to begin upon the approval of the EC, and introduced to the Membership prior to the auditions of the first MTG production in 2022. The goal is to have a larger pool of Diverse Actors in MTG Membership to cast from within membership.

Guidelines:

- Current MTG Members may submit to the DEI Committee actors they feel would enjoy being an MTG Member and would be an asset to MTG. The EC may also accept referrals to forward to the DEI Committee.
- The DEI Committee is to continue outreach to past Guest Artists and former MTG Members for feedback and invitations to join or return to MTG Membership.
- The DEI Committee & the EC may welcome referrals from creatives who have worked with Diverse Actors.
- The DEI Committee will review the current roster of MTG Members to identify where to focus in expanding membership during the review process, and in consideration of the current season of shows.
- After the DEI Committee's review of headshots, resumes and referral recommendations, the committee will refer Actors to the EC for membership consideration and invitation.
- All membership invitation decisions lie with the EC.
- Formal invite will be made to the Actor by an EC Member. Such invite should be made only after an introduction to MTG by a DEI Committee member or an EC member and discussions with the Actor explaining what MTG does, how we work, how shows are cast, why MTG sees them as an asset to our company. Discussions should include that being a Member is not a guarantee or promise of being cast.
- Per the general policy, the EC to ask any Actor that accepts an invitation to submit information for the EC to introduce them to the Membership and welcome them to MTG via an email announcement.
- DEI Committee to ask the board to approve 2 comps for Actors we'd like to invite into membership if they first would like to see what we do.
- Program to continue indefinitely to ensure Diversity is continually addressed and MTG Membership represents all backgrounds and communities.

2) DEI Committee to review referrals of Diverse Actors and Diverse Creatives submitted by MTG Members and trusted members of the theatre community. The Committee will refer to the EC candidates the Committee recommends for invitation to join MTG for Membership or to hire as a creative. Final Membership invitation & hiring decisions lie with the EC. The EC shall offer the Actor to join as an Associate Member.

3) Any new MTG Member who joins through this program will be required to pay dues. The EC must make it clear this is a requirement as an Associate and Full Member.

4) EC will seek to hire Diverse Artistic Teams to promote a more diverse production vision and seek non-diverse teams with a track record of Diverse casting.

5) DEI Committee to request the EC to work with the Show Committee to better identify seasons that will benefit all MTG members in diverse casting and what shows will best highlight the talents of the entirety of MTG Membership.

6) Ensure communication to Diverse Actors and all MTG Members that they can reach out to the EC, the DEI Committee and/or MEC Committee with any questions or concerns.

7) DEI Committee to work with the EC to ensure while casting from our MTG membership is first priority, as per the longstanding MTG Artistic Policy, "A role shall not be offered to a person outside the group until the creative team is certain that there is no Member of the group available to perform the role," productions should reflect a broader span of diversity and inclusion, and with the support of the DEI Committee and the EC, the PC will work diligently with the creative teams to reflect these goals, with the following:

Guidelines:

- First round of auditions will first be for MTG Membership. If a show can not be cast fully within Membership, due to low turnout of audition sign-ups across the board or casting can not reflect a Diverse cast, the PC and EC will do a company outreach to Members to audition to ensure we are adhering to our MTG Artistic Policy. If the PC and EC know some roles may be cast outside of Membership, it is requested they announce in the audition breakdown.
- If after reviewing a first round of casting within Membership this goal can not be met, the PC will schedule a second round of auditions and invite Actors to a 2nd day of auditions to be considered as Guest Artists. This round of auditions will consider all needs for casting, including the goal to reflect diversity and inclusion.
- The PC shall first use the list compiled by the DEI Committee to share with the Creative Team for reviewing Actors to invite to audition as Guest Artists. The PC may also accept referrals from the Creative Team to consider .
- Final approval for all casting will be within the EC's purview, keeping in mind the need to adhere to the spirit of the MTG Artistic Policy and to expand our initiative in bringing more diversity into MTG Membership.
- The DEI Committee will continue to monitor casting throughout each season to ensure MTG is actively pursuing all the above policies/procedures. The DEI Committee will reach out to the current EC with any questions or concerns.