

Governance and Development

1. Racist behaviors shall be grounds for removal from the Board. This statement shall be included in responsibilities and expectations laid out during the recruitment and on-boarding processes of new Board members.
2. Mosaic is committed to having a diverse Board of Directors.
3. Mosaic is committed to adding/including BIPOC artists as an essential part of the board.
4. Mosaic Department Heads, including the head of the production team, shall continue to be invited to participate in Executive Committee and Full Board Meetings.
5. Executive leaders at Mosaic shall develop a succession plan within 5 years of service.
6. Mosaic shall issue executive leadership contracts which cannot exceed 5 years. Mosaic is a six-year-old theater and will continue to explore the issue of term limits.
7. Mosaic has never, nor will it ever, implement mandatory financial minimum gifts for Board membership.
8. We will continue to invite a diverse community to participate in our work at all stages; readings, first rehearsals, opening nights, post show discussions and closing remarks will remain accessible and inclusive events.