

## Production and Programming

1. Mosaic rehearsal schedules may include two days off per week if the creative team so prefers as indicated by polling the creative team when the rehearsal schedule is being created. (Please note: some performers may prefer a more flexible rehearsal week in order to accommodate conflicts.) During the regular run of a show there shall be two days off per week. Ten out of twelve technical rehearsals will not be held.
2. Mosaic production schedules and budget will appropriately reflect the level of difficulty of each project.
3. Cultural competency will always be considered in transmission of notes and a third party may be necessary in certain circumstances.
4. Artistic Director shall only give notes to the director in private sessions and never directly to actors, designers or other show staff.
5. All casting directors will demonstrate cultural competency appropriate to the needs of every show produced.
6. Intimacy professionals for BIPOC shows shall be required to have EDI training.
7. Production staff will support designers with all necessary drawings and inventories in a timely manner.
8. Mosaic will continue to address historical, field-wide inequities in opportunity and training by continuing to develop relationships with BIPOC directors, designers, actors and technicians.
9. Creative team lists will be made available during the hiring process whenever feasible.
10. Designers and technicians in costumes, hair and lighting will have cultural competency for the shows for which they are hired.
11. Mosaic will continue to address historical, field-wide inequities in opportunity and training by continuing to develop BIPOC production professionals on staff.
12. Should an Equity, Diversity, and Inclusion issue arise on any show, production artists and staff shall have access to Mosaic's professional HR consultancy and its EDI practice (Nonprofit HR) through the Company Manager. Mosaic is committed to resolving such issues professionally and in a timely manner.
13. Mosaic is committed to finding ways to specifically support BIPOC artists working with material that deals with racialized experiences and racialized trauma.
14. Should Mosaic hire a director from outside the cultural context of a particular play, the Theater will hire a Cultural Consultant for that production.
15. As part of each show's "business" meeting at the beginning of rehearsal (including Equity Deputy election etc.) an EDI Committee shall be formed of show artists and crew.
16. Mosaic is in the first stages of implementing a revitalized, transparent season planning process that enacts various methods of inclusion for staff at all levels at multiple points throughout. Mosaic continues to investigate avenues for expanding the pipeline of projects and artists to be considered, how scripts are received, how they are evaluated, and by whom.
17. Mosaic will continue to produce a majority of projects written by Black, Indigenous and People of Color artists.

18. Mosaic pledges to maintain thematic balance when programming plays written by Black, Indigenous and People of Color, so that there is at least as much joy and celebration onstage as there is trauma and pain.
19. Mosaic pledges to create equitable partnerships when collaborating with Black, Indigenous and People of Color theatres.
20. Mosaic will, as often as possible, include details of requests for artist appearance at donor events, talkbacks, and any other instances of appearance outside of rehearsal and performance in the artists' original contract. Mosaic pledges to provide the earliest possible notification of such requests if later than during contracting. Mosaic will enact a standard of equitable compensation for such events for all artists.
21. Mosaic looks forward to growing its commissioning and new play development work. We will continue to prioritize projects by Black, Indigenous, and People of Color playwrights.
22. While Mosaic's current Literary Department is composed of only one staff member, Mosaic will prioritize the hiring of Black, Indigenous, and People of Color applicants as it grows.
23. Mosaic does not often produce period and/or canonical texts; however, we pledge to curate creative teams that include Black, Indigenous, and People of Color artists no matter the ethnicity of the playwright and/or subject matter and time period.