

# JESSICA CHIPMAN



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## EQUITY STATEMENT

As a white cisgender American woman, I acknowledge my implicit bias and indirect contribution to systemic oppression and racism.

In my classroom, rehearsal spaces, and in both my professional spaces and at home, I am committed to championing racial justice, embodying anti-racist practices, and confronting and dismantling systematic oppression, including racism, sexism, ableism, homophobia, transphobia, ageism, xenophobia, and religious intolerance.

I recognize that I live and work on land stolen from indigenous people. Minnesota, specifically, is home to eleven Native tribes and communities, and I live on land stolen from the Ojibwe tribe. I acknowledge the unjust colonization of the past and its current effects, and I pledge to honor and amplify the culture, art, and voices of Native peoples.

The inherent structure of the rehearsal space and the classroom includes multiple power structures; among them, the director-cast structure, the instructor-student structure, and the director/instructor-student structure. I recognize the potential for abuse of power in these structures and commit to decentering myself to create equitable, safe environments for everyone in them.

The specific actions I will take related to inequities in my workspace include, but are not limited to:

- Producing work by underrepresented playwrights/authors, in particular women, LGBTQ (Lesbian, Bisexual, Transgender, Queer) and BIPOC (Black, Indigenous, People of Color).
- Championing and practicing color-conscious casting and hiring. BIPOC and LGBTQ individuals should tell their own stories.
- Hiring cultural consultants.
- Seeking out training and reading on cultural competency, equity, and anti-racist practices.
- Requiring anti-racist, anti-oppressive practices in my classroom and rehearsal space, including the posting of policy.
- Developing meaningful relationships with BIPOC and LGBTQ teaching artists, artists, colleagues, and guests.
- Providing necessary hair and make-up products when working with BIPOC actors.

## RESOURCES

- Honor Native Land: A Guide and Call to Acknowledgement: [www.usdac.us/nativeland](http://www.usdac.us/nativeland)
- BIPOC Demands for White American Theatre: [www.weseeyouat.com](http://www.weseeyouat.com)
- Dr. Stephanie Lien Walseth, Education Specialist in Theater, Perpich Center for the Arts, Golden Valley, Minnesota: [stephanie.walseth@pcae.k12.mn.us](mailto:stephanie.walseth@pcae.k12.mn.us)