Guthrie Board and Senior Leadership received this letter, dated January 19, 2018, sent by the undersigned individuals who work at the Guthrie.

While we know it to be true that there have been many dedicated efforts to create a more equitable organization, we also acknowledge that despite these efforts, this letter represents the view and experience of a number of women who work at the Guthrie. We hear them clearly and we support them fully.

The Guthrie will, in cooperation with women+ at the Guthrie and with the support of outside facilitation and consultation, examine the mechanisms that are in place, identify areas of weakness, and add, change, or strengthen those systems meaningfully. We are committed to a workplace where all women at the Guthrie feel safe, respected, and equitably treated, and where staff and leadership work together towards those commonly held goals.

Martha Aronson, Board Chair
Joseph Haj, Director

Open Letter
January 19, 2018

Dear Guthrie Leadership and the Guthrie Board of Directors,

“The Guthrie creates transformative theater experiences that ignite the imagination, stir the heart, open the mind, and build community through the illumination of our common humanity.”
Guthrie Theater Vision

We write today in support of the women+ of the Guthrie Theater. We write to support a theater company that ignites spirits and hearts. We write to support a theater that opens minds. We write to support the ongoing development of an empowered theater community bound by a mission to illuminate humanity, including its imperfections.

Today we write to acknowledge that our journey together as a community dedicated to principles of equity, diversity, and inclusion has only just begun. As with so many day-to-day realities in our nation, our work processes at the Guthrie are inextricably tied to systemic structures of race, class, sexual orientation, disability status, gender expression, and the intersections therein, all actively creating structures of oppression and structures of privilege in service to upholding the status quo. Our Guthrie family has inherited such sexist operational practices and structures that place women+ at a distinct disadvantage in negotiating our institution and at a distinct disadvantage in making our individual, unique truths heard. We write today to communicate frustration and pain in regards to such systemic inequalities and inequities.

While we express solidarity with the Guthrie’s mission, vision, and core values, we also fully realize that our theater’s day-to-day labor of creating social change must be grounded in a commitment to practicing listening, practicing empathy, practicing communication, and practicing transparency. These daily practices move beyond the rhetoric of mission and vision and rather establish a space in which all women+ members of our Guthrie family feel safe and supported. We write today dreaming of such a space.

We have faith that Guthrie leadership and the Guthrie Board of Directors will pursue management strategies and practices that enable a deeper commitment to gender equality and equity, thereby allowing our Guthrie family to continue to grow into a more complex, more open, more welcoming community. Such a movement towards greater transparency, stronger communication, and more open dialogue will benefit all employees from all walks of life and thus the entirety of our Guthrie culture. We appreciate that the Guthrie is “engaging an independent party to launch an investigation and exploration” into a claim of assault and other organizational issues. In order to understand our current moment not as a singular event or claim but as a product of institutional culture, we write today to encourage Guthrie leadership to engage field experts in equity, diversity, and inclusion and experts in dialogue facilitation as part of its strategies for addressing these issues.

*We include the use of ‘+’ after woman/women to promote an inclusive community. Women/women+ recognizes gender non-conforming and trans communities as well as cis gender women.*
In support of such efforts and in solidarity with nationwide movements addressing sexism and sexual assault and harassment, today each of us pledge our own renewed commitment to the physical and emotional safety of the women+ members of our Guthrie community. To remain silent, to fail to name aloud the challenges that lie ahead for our Guthrie family, would signal complicity with injustice. We write today to reject silence. We write today to uplift social change.

In solidarity,

[Signatures]

[Names of signatories]

[Positions and roles]

[Names of signatories]
Trevor Sommers
Monica Casella
Victoria Igoes
Kimberly
Andrew Moar
Eva Cavai
Amy Schmidt
Judy Anderson
Jeremy Grant Moen
Kathleen
Kellie McEldade
Joe Volpe
Elizabeth Beacom
Alexa M. Wild
Lauren Hauser
Lana C. Ayres
Jane McEldade
Dylan Melville Martin
Corporate Giving Manager
Costume Shop
Wig Dept.
Costume Shop
Wig Dept.
Costume Shop
Costume Director
Box Office
Wigs/Wardrobe Run Crew
Publicist/Media
Props Dept.
Box Office
Artistic
Marketing
Costume Rentals
Education
Box Office
Costume Shop
Tour Guide
WARDOBE DEPT.

Darla S. - Promoting

Willa - Production Logistic Manager

Gina Mosto - Box Office

Cindy K. Berg - Company Manager

Madeleine Achen - Education Associate

Trey Collins - Production Stage Manager

Anna Tift - Stage Door

Abigail - Graphic Designer, Marketing

Jessica Fong - Teaching Artist

Shaw - Admin

J. Michael - Assistant Company Manager

Lizzy - Costume Intern

Dawn McDillinson - Props

Vivien - Acting: Rental +551.747.7511

Mai Xiong - Rental Clerk Costume Rentals

EMILY BOSACKER - Rental Clerk - Costume Rental
- rental clerk/resident costume rentals

Kyra Crawford Calvert, community engagement assistant
WILL ASHTOOD

Kyle Kepulj

Joe Roarss

Adam - Education Program Manager

Crystal - Marketing

Zoe - Costumes

Kurtis Palen - Marketing

Auntie Lukehinn - Accessibility

Kevin Linn - 80, 85, 65

Joe Broun - Education Director

J. D. - Lighting

Alex - Sound

Tom Green - Sound

Cari Mello - Props

Barbara - Props

Nig Fensley - Scene Shop

Joan Gauel - Scene Shop

K. W. - Marketing