

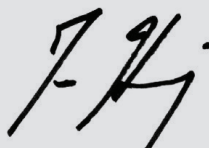
Guthrie Board and Senior Leadership received this letter, dated January 19, 2018, sent by the undersigned individuals who work at the Guthrie.

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. Woman/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,

Spelman Artistic Assoc/Resident/ Casting Director  
Dr. Carra Martinez, Director of Community Engagement  
Jaime Feating, ASSOCIATE PRODUCER  
Sarah Johnson, Donor Relations + Membership Associate  
Olivia Snortland, Development Operations Coordinator  
Molly Fox - wardrobe  
Suzanne Jaki wardrobe asst.  
Carrie Moore - wardrobe Assistant.  
Kathy Kukulka, Director of Institutional Giving  
Katie Hey - Individual Giving Manager.  
Amanda Rodriguez - Marketing Assistant  
Laurie Huey - wig master  
Corey Director of Development  
Shannon Robinson Assoc. Director of Development  
Melene Anderson, 1ST HAND COSTUME SHOP  
Jessie King / Box Office Reservationist  
Erika Lewis / Box Office / Marketing

Kriska Smeynall CORPORATE GIVING MANAGER

Maui Linda costume shop

Tricia Joseph wig dept

Clark Bush costume shop

Andrea Monarity wig dept.

Cara Cavitt costume shop

Amy Schmidt Costume Director

Judy Anderson Box Office

Jenny Gants MOENT WIGS/WARDROBE RUN CREW

Kathy Lynn

Rebecca M. M... Props Dept.

Keari Jelide box office

Jo Holcomb Artistici

Kayla

Elizabeth Deacon marketing

Alicia M. Wald Costume Rentals

Layrendae Aulesen Education

Lana C. Aylesworth box office

Jan M. J... Costume Shop

Dylen Nicole Martin Tour Guide

Andre H. [Signature] WARDROBE DEPT.

[Signature] Visitor Services Manager  
(Savannah McKnight)

Cala [Signature] Dramaturg

[Signature] - Master Prop Artist

[Signature] - Production Logistic Manager

Gina Musto [Signature] Box office

Cindy R. Berg - Company Manager

Melanie Hohen - EDUCATION ASSOCIATE

Tue [Signature] - Production Stage Manager

Anna [Signature] - Stage Door

[Signature] - Graphic Designer, Marketing

Jessica [Signature] - Teaching Artist

[Signature] - Admin

[Signature] Assistant  
- Company Manager

[Signature] - COSTUME WAREHOUSE

Dawn N. Sullivan - PROPS

[Signature]

JULIA ACTON : RENTAL ASSISTANT

[Signature]

Mena Xiong, Rental Clerk Costume Rentals

[Signature]

EMILY BOSACKER - RENTAL CLERK - COSTUME RENTAL

Polly Bilski

Polly Bilski

- rental clerk/assistant costume rentals

[Signature]

Kyra Crawford Calvert, Community Engagement  
assistant

*[Signature]*, Development Data Coordinator

*[Signature]* - Education Program Manager

*[Signature]* - Marketing

*[Signature]* - costumes

WILL ASHWOOD

Kyle Kepuliz

Joe Norcross

*[Signature]* - LADIES DRAPER

*[Signature]* - Marketing

Kwinten Gullickson Accessibility

Kevin Druen - 80, 45, 65

Jan Brown - Education Director

*[Signature]* - LIGHTING

ALAN *[Signature]* - SOUND

Paul East - SOUND

*[Signature]* - PROPS

*[Signature]* Props

*[Signature]* - scene shop

Jim Gough - SCENE SHOP

X-4 - MARKETING