



## La Jolla Playhouse Diversity Statement

In our mission statement, we call the Playhouse a “village.” This refers to our physical location and buildings, but also invokes the **sense of community** and public discussion we wish to nurture.

Artistic Director Christopher Ashley’s vision is for the Playhouse to spark challenging conversations and help community-members explore different perspectives than their own. **Diversity is critical** for this process: through our differences, we are able to explore our commonalities.

As a founding member of Theatre Communication Group’s Equity, Diversity & Inclusion Institute—a national cohort of theatres dedicated to building a more equitable, inclusive and diverse field—we are working to reform our industry, and through our Diversity Initiative we are working to **transform our own organization**.

Our **art is at the core** of our institutional vision for the future. We must ensure that the stories we share with our audience resonate with more than a single group. This intercultural and intersectional approach allows for a diverse audience to come together around a shared story and recognizable experiences. Diverse stories require diverse voices, so our staff, artists and Board must become more representative of our entire community. To have the broadest impact in our region, we must expand our audience to include all San Diegans, regardless of ethnicity, religion, geography, income or any other divisions.

To achieve these ends, there are several questions with which **we must wrestle**: *How can we ensure an open and welcoming environment for all at the Playhouse? How can we give voice to those who traditionally have gone unheard? How can we create a pipeline for wider representation among our staff, our Board and our artists—through internships, residencies or any other means?*

This is the **ongoing work** of our Diversity Initiative.

The expansion and refinement of this initiative is an overall goal for the Playhouse. As we continue working towards this, **everything we do**—our subscription season, our educational programs, our Without Walls site-specific programming, our community engagement work—comes together underneath that umbrella. These various pillars will both support that ultimate goal and be supported by our developing diversity. We anticipate that our Diversity Initiative will be profoundly transformative for our organization, and we look forward to sharing the lessons and successes of our ongoing diversity efforts over the next several years with the wider field of theatre.