



I am making this statement on behalf of Theatre by the Bay after taking this week to learn and listen. I also want us to be held accountable by our community as a whole.

Throughout the course of its 19 year life, Theatre by the Bay has had an overwhelmingly white leadership, artistic body, and voice in its stories. Theatre by the Bay has had four Artistic Directors, all of whom have been white. Currently, its entire Board of Directors is white. Despite being a champion of 'local stories' and being celebrated for its commitment to telling them, those stories have been of white experiences. This is wrong. I now understand that Theatre by the Bay has contributed to the very real truth that I heard exposed by the speakers at the rally I attended last week -- that Barrie is not a welcoming place to Black people.

At this month's board meeting, I will be presenting a report that exposes the disturbingly low numbers of artists and professionals who are Black, Indigenous, or People of Colour (BIPOC) that our organization has hired in the last few years. Increasing diversity has not been treated as the priority it needs to be. That is about to change.

I am publicly making the following commitments on behalf of Theatre by the Bay:

Starting at this month's board meeting, we will create an action plan to address the company's whiteness at every level with specific tasks that will look to end the erasure of BIPOC in this organization. This will ensure that Theatre by the Bay becomes a safe and welcoming space for BIPOC.

We will use TBTB's recent Trillium Grant to ensure that the company trains and pays BIPOC playwrights, performers, crew, and directors in our community.

Last year, we hired local Indigenous and Black playwrights to develop plays and you will see these plays once live theatre can be performed again.

This will take time. It will take dedicated focus. And it will happen.

To the audience members who have not seen themselves reflected in Theatre by the Bay's work: we will do better.

To the artists who have felt tokenized -- felt that they didn't want to speak up so as to not 'make a scene' or felt like it 'wasn't worth it' -- what you have been through is inexcusable. We apologize with a promise: we will do better.

Most humbly,

Iain Moggach  
Artistic Director