

Choices You Can Make!

FOR THEATRES

- **Gender Parity as a Multi-Year Goal** – If it seems too hard to move to 50% women playwrights and directors in one season, set it as a multi-year goal. If you have a 6 play season, and you include one more play written or directed by a women every year, you could achieve gender parity in three years.
- **Equal Pay Rates & Equity Contracts** – Make sure you are paying women at the same rates as men, and set a goal of giving 50% of your Actors' Equity contracts to women.
- **Women on the Crew** – Set a goal of hiring women for 50% of your designer, stage manager, technical, and other crew jobs.
- **Physical Safety** – If your theatre is in a challenging neighborhood, take steps to help women actors and other staff get to and from work safely.
- **Sexual Harassment** – Establish policies and procedures for addressing claims of sexual harassment on the job.
- **Childcare** – Consider offering childcare during rehearsals or performances.

FOR PLAYWRIGHTS

- **More Roles for Women** – Write more roles for women, especially women of color and women over forty. Challenge the status quo by not assuming any particular character must be male or female.
- **More Female Protagonists** – Create plays in which female characters demonstrate agency and the full range of human strengths and weaknesses.
- **Dialogue about the World** – Make sure women characters talk to each other about something other than men. In real life women discuss many other topics.

FOR DIRECTORS

- **Cross-Gender Casting** – Cast women in any/every role possible, particularly in Shakespeare and classic plays where male characters dominate.
- **Partner with Female Playwrights** – Help women playwrights get produced by pitching their plays to theatres. Women's plays also tend to employ more women actors.

FOR ACTORS

- **Audition Pieces by Women** – Use excerpts from plays by women when you audition.
- **Ask to Audition** – If you think you are suited to play a role that only men are being auditioned for, make a pitch to the director/producer to consider auditioning you as well.

FOR EVERYONE

- **Buy Tickets to Shows Written or Directed by Women!**
- **Donate to theatres that Support Women Artists!**
- **Help Promote Women Artists** – Studies show that women are reluctant self-promoters, and are often seen less favorably by leaders/decision-makers when they do self-promote. Help to raise the profile of women theater artists by drawing attention to strong work via social media, via fan letters to artistic leaders, via face to face conversation.

Read the full *Not Even Report* at: www.WomenArts.org/not-even/