

ATPAM values and is dedicated to practicing inclusiveness in our membership and within our industry. We are committed to emphasizing anti-racism as a core value of our Union. We know that simply making these statements is not enough. We are committed to doing our part to help realize a more racially and socially just theater community, city, and country. To that effect, in June 2020, ATPAM created a committee for Diversity, Equity & Inclusion to explore policies and programs to address Unconscious Bias, Diversity, Equity and Inclusion and find ways in which we can do better through education, honest dialogue, and the amplification of racial justice, equal opportunity, and respect in our work and daily lives.

DEI COMMITTEE • MISSION STATEMENT

GOALS

The creation of a public awareness program to educate students and early career professionals about career opportunities associated with the Association of Theatrical Press Agents and Managers (ATPAM).

An examination of current industry practices that we can improve for greater advancement of BIPOC members of ATPAM and the Broadway community.

It is important to acknowledge that ATPAM is not the only group of Broadway leaders who are invested in helping to make changes in our industry. But as a union of Press Agents and Managers, we must recognize the unique position we are in to push forward new ideas and processes. We must use the resources and abilities of our members to create a consensus of change among all of the various stakeholders who want to see change.

OUTREACH

It is common knowledge that the jobs associated with ATPAM members are not widely known or discussed in theatre undergraduate programs. We want to establish a real pipeline of new talent from under-represented schools. We will utilize the pre-existing relationships of current ATPAM members to establish working relationships with:

- HBCU's
- CUNY schools
- Members' individual collegiate networks
- Theatre Management Internship programs run by the larger nonprofit theatres in NYC

STRATEGIC PARTNERSHIPS

ATPAM is not the only organization working towards changes on Broadway. We need to seek out these organizations and establish working relationships with them instead of "recreating the wheel". We're stronger together than separate. Organizations to connect with include (but are not limited to):

- Black Theatre Coalition
- American Theatre Wing
- The Broadway League

INDUSTRY EQUITY

We recognize a lack of diversity in our industry in terms of the makeup of the office staffs in general managers, press agencies, theatre chains among others. We propose to help create a pool of talented BIPOC individuals as potential team members in these offices.

MENTORING

The people that have succeeded in this business have been those that at one point or another have had someone who mentored them. We work in an apprentice-based industry and it's important that potential and new members of our workforce feel supported early on. Therefore, we will create a list of members who would be willing to make themselves available to offer guidance and support.

TOURING

We look forward to working with The Broadway League to re-imagine their Road EDI Internship Program with a structured lesson plan with our members working on touring productions.