



Mesa Encore Theatre (MET) has recently received the results of the investigation into the incidents that occurred during We Tell the Story. We would like to thank everyone who participated by sending information or talking to the investigators for sharing their experiences. We have included the executive summary here, in order to promote transparency. To respect the privacy of those who participated in the investigation, we will not be sharing a more detailed report.

Based on the report, we note the following areas as needing improvement:

- Transparent reporting structures for sharing concerns with the board, including an independent person, separate from the board, with whom anyone involved in a production can share a concern, especially concerns around discrimination or harassment.
- Better communication about expectations of all parties involved in productions, including roles and responsibilities, timelines, etc.
- Clear processes for how conflicts can be addressed if and when they arise.
- Enhanced communication between our staff and board.

The board is in the process of determining a plan for moving forward and addressing these concerns, and we will post more about that as decisions are made. At this time, we can share the following updates:

- The board and the Artistic Director have mutually agreed to part ways. In the coming weeks, we will begin the process of bringing in a new AD and will post that information publicly.
- The board has completed initial diversity and inclusion training, and our staff members will complete this training in the coming weeks. We recognize this is a first step, and further training will be included as a part of our plan for moving forward.
- There were board members who resigned during this process and in the months leading up to it, leaving us with a much smaller and less representative board. In the coming weeks, we will put out a call for new board members, and encourage anyone who is interested in participating in the board to apply.
- We are in the process of finalizing the 2022-2023 season and will share it just as soon as we are able.

We are committed to including our community in the conversations we need to have moving forward, and will share more information shortly. Thank you for your patience as we have worked through this investigation. As a board, we remain committed to MET's improvement and the theater community, and we hope that our community will participate in helping us to improve as we move forward.

Executive Summary

Mesa Encore Theater ("MET") engaged the law firm Gust Rosenfeld to conduct an investigation into serious concerns in a document entitled "The MET Walkout" which was posted to social media after the casts of multiple performances in the MET's Inclusion Works Festival walked out two days prior to opening night. Attorney Carrie O'Brien conducted the investigation.

The investigator reviewed documents and conducted voluntary interviews with any willing person who participated in the Inclusion Works Festival. The investigation concluded that there were multiple areas that should be addressed by the MET Governing Board to ensure that all persons working in MET productions are in a safe and supportive environment. The investigator made the following recommendations:

- a. Create a written and transparent process through which a person working in a MET production can report any harassment or discrimination. Reports should be received and investigated by an independent person separate from the Governing Board.
- b. Clearly communicate expectations of all persons involved in a MET production in writing at the beginning of the production including how conflicts will be addressed.