Mission Statement
Clubbed Thumb commissions, develops and produces funny, strange and provocative new plays by living American writers. Clubbed Thumb is a groundbreaker, with a precise curatorial vision and a remarkable track record for launching artists’ careers; and an incubator, nurturing plays, collaborations, and above all artists, through thoughtfully deployed resources, opportunities, mentorship and hospitality.

Land Acknowledgement
Clubbed Thumb’s primary place of work at 440 Lafayette Street is on the unceded homeland of the Lenape peoples. We as a staff are in the process of deepening our understanding of our relationship to this history.

Our Values
Clubbed Thumb aims to be a charismatic beacon for adventurous art and artists; to forge a strategy that equitably and thoughtfully supports artists and their collaborators; to help level the playing field for women, BIPOC artists, and others who fall outside of the corridors of power – both in traditional narratives and in lived experience.

Clubbed Thumb is committed to being an anti-racist organization, and to creating a safe and equitable environment. It is our responsibility to ensure that your time working with us is a rich and rewarding one, free of physical, emotional, or psychological distress. We will not tolerate hostility, discrimination, disrespect, racism, harassment, or violence of any kind.

Each of us has a responsibility to hear and recognize the impact of our own actions. When we receive feedback that we have caused distress, even unintentionally, we must commit to becoming ever more self-aware — understanding the cause of distress, and adjusting behavior immediately. We consider all our spaces learning spaces, so cooperation and open minds are expected from all in order to disrupt harmful practices and realize change.

Part of our responsibility is ensuring that we all understand our mutual responsibility to one another. We expect all who work with us, in any capacity, to support our commitment to these values through their actions — this applies to everyone in this room, and everyone not here today: staff, board, artist, donor, audience. This expectation extends to our communication in virtual space - it can be especially difficult to determine everyone’s response to and enthusiasm for something on a group text or email chain.

As a member of this community, we expect you to actively and intentionally not perpetuate harmful behavior. We require that our community be available for open dialogue and active learning should an issue arise at any point during our time together.

Communication & Intervention
We understand that the work of theater artists is emotional and demanding, and that inevitably conflict will arise — and that is okay. Below we have put together some tools and practices that may be helpful to use during moments of conflict and when naming and addressing harm — with the goal of reflecting our values through collective understanding and mutual respect in our

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conversations. This is by no means an exhaustive list, nor a mandatory way to communicate - but if you’re looking for tools, they may be helpful. If you have ideas to add, we welcome you to share them.

- **Ouch / Oops.** If someone says something hurtful, anyone can bring attention to it in the moment by saying “Ouch.” At that moment, we press pause and invite the person who said “Ouch” to explain, and invite the person who has caused hurt to say “Oops” – acknowledging the impact of their words.

- **Listen for understanding, not debate.** When group members share their likes and dislikes, respect their personal opinions and preferences. Avoid judgement, assumptions, and making generalizations.

- **Step Back / Step Up.** If you are a person who feels comfortable sharing, take note of how often you are sharing and consider taking a step back to allow others to have the floor. Conversely, if you tend to be a quiet participant, take the chance to step up to share your concerns, thoughts, and ideas.

- **Use “I” Statements.** Speak from personal experience, not on behalf of an entire group. Allow everyone to communicate for themselves.

**Reporting Grievances**

Should a conflict arise that needs additional support, you can:

- Reach out directly to Clubbed Thumb staff. *Conversations will be kept confidential — we will discuss collaboratively how to address the issue.*
  - Maria Striar, Producing Artistic Director - maria@clubbedthumb.org
  - Michael Bulger, Associate Artistic Director - michael@clubbedthumb.org
  - Ryan Gedrich, Advancement Director - ryan@clubbedthumb.org
  - Kim Golding, Associate Producer - kim@clubbedthumb.org

- Should your grievance involve a Clubbed Thumb staff member, you may report the incident directly to our board. *The same confidentiality rules apply — grievances will be kept private while a course of action is determined between these board members, the full board of directors and, if deemed necessary, a third-party ombudsman.*
  - Brian Herrera, Board Member - bherrera@princeton.edu
  - Anne Kauffman, Board Member - annekay68@gmail.com

Retaliation against reports of discrimination or harassment will not be tolerated.

*We thank you for cooperating with these principals, and welcome your thoughts on how to make our time together rewarding and fruitful.*