

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.

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 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. We expect everyone who works with us to act in accordance with these values. This applies to everyone in this room, and everyone not here today: staff, board, artist, donor, audience.

Part of our mandate is to ensure we all understand our mutual responsibility to one another. Each of us has a responsibility to hear and recognize the impact of our actions. When we receive feedback that we have caused distress, even unintentionally, we must agree to seek the cause of distress, and adjust behavior. 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.

We require that our community be available for open dialogue and active learning should an issue arise at any point during our time together. We understand that the work of theater artists is emotional and demanding, and that inevitably conflict will arise — and that is okay.

On the next page, we have put together some tools and practices that may be helpful to use during moments of conflict and when naming and addressing harm, as well as steps for reporting and resolving grievances that need additional support.

Tools for Communication & Intervention

This is by no means an exhaustive list, nor a mandatory way to communicate - but if you're looking for tools, these 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 judgment, 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, Artistic Director** - maria@clubbedthumb.org
 - **Michael Bulger, Producing Director** - michael@clubbedthumb.org
 - **Emma Richmond, Programs Manager** - emma@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 principles, and welcome your thoughts on how to make our time together rewarding and fruitful.