

Dear Dell'Arte Community,

We hear and empathize with the testimonies that have been made and we take them very seriously and to heart.

As Dell'Arte's board chair, we acknowledge that people have been hurt in many ways by white supremacy culture and by Dell'Arte's unintentional complicity; be that by our own ignorance or lack of understanding. We also acknowledge the courage of individuals in coming forward to express their beliefs and experiences to shine light on Dell'Arte's inadequacies to ensure equal treatment of all Staff and Students.

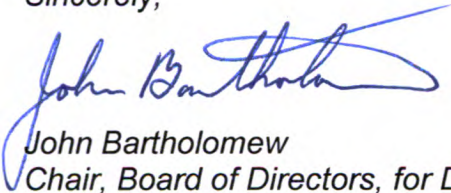
We are totally committed to engage those inadequacies and to implement solid policy and operational changes which will ensure equal treatment to, and by, all people associated with Dell'Arte; whereby there will be no doubt that Dell'Arte truly is striving to be an anti-racist organization.

As a first step the board would like to invite a dialogue with those that have brought this forward with their testimonies; and we propose that the dialogue occur in a socially distanced, but face to face, manner and soon.

We are compiling a list of specific initiatives and commitments to bring forward to help facilitate and inform that dialogue. Please contact me with any suggestions, comments and testimonies. We are here to engage, listen, and ensure that Dell'Arte commits to addressing this with action and provides accountability.

Thank you for your patience.

Sincerely,

A handwritten signature in blue ink that reads "John Bartholomew". The signature is fluid and cursive, with a long, sweeping underline that extends to the left and loops back under the first part of the name.

*John Bartholomew
Chair, Board of Directors, for Dell'Arte Inc.*