



Casting Policy

2025

This policy is applicable to all PlayGround-led programs.

AUTHORIZED BY: PlayGround Equity Workgroup
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PlayGround is committed to creating a diverse, equitable and inclusive community through its identity-conscious and anti-racist casting practices. We consciously acknowledge the need to consider identity and its potential impact on the play and characters in order to avoid harm to the artists and/or audience. We actively reject casting norms rooted in white supremacy. We prioritize integrity in representation and the casting of artists who identify with the lived experience of the characters they play whenever possible, with an eye to always uplifting populations that have been historically excluded. We also recognize that theatre performance is a creative enterprise and will actively work to provide artists with opportunities not solely defined by their ethnicity, race, gender, sexual orientation, age, or disability.

As a playwright incubator, we center the playwright's vision and articulation of the characters that populate their stories. PlayGround will make all best efforts to fully realize casting in keeping with this vision and articulation, acknowledging the impact of the different timelines involved in various PlayGround programs. We will also maintain transparent and open communication with playwrights and other collaborating artists as we work to achieve this goal. When circumstances fall short of the playwright's vision, the playwright is kept notified of the need to consider alternatives.

We commit to expanding our casting database in the following ways: 1) hold general auditions annually for union and non-union performers and promote these auditions broadly, including through web, email, social media, existing casting listings, and word-of-mouth; 2) open the database up to ongoing year-round submissions to our pool; PlayGround will create a clear set of written welcoming guidelines for submitting materials; 3) actively cultivate relationships with organizations and communities that have been historically left out of casts in PlayGround's work for casting opportunities; 4) encourage referrals from PlayGround company members to expand the pool of candidates for all positions. PlayGround will involve multiple artists in reviewing auditions and online submissions in order to eliminate the "gatekeeper" perception.

This policy will be revisited and revised as needed by PlayGround's Equity Workgroup to ensure that it continues to serve the evolving needs of PlayGround and its community.