

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

FYI: Timestamps listed here are not correct, but know that all of the content from the interview is here.

40

00:04:38,540 --> 00:04:44,080

[brian]: Hey, welcome back to the podcast. Now, Listen, you may have missed this, but in the past few days something big happened

41

00:04:44,620 --> 00:04:51,660

[brian]: Actors Equity dropped their diversity, Equity and Inclusion report And this is a glimpse at a moment in time, So twenty twenty

42

00:04:51,820 --> 00:04:57,800

[brian]: one, and they're looking qualitatively in quantitatively at where do the numbers are all shake out out of the contract

43

00:04:57,840 --> 00:05:04,220

[brian]: that they offered in that you know, very weird year a year after the after the pandemic, Where do they all shake out

44

00:05:04,300 --> 00:05:10,080

[brian]: in terms of representative of the different groups that are the actors that are inside of Equity. Right and this may

45

00:05:10,140 --> 00:05:16,640

[brian]: sound like a real heavy academic game here. But what you have to hear inside of this is understanding where Equity

46

00:05:16,940 --> 00:05:25,260

[brian]: is trying to continue to be a leader in this space and I had with us. I feel so lucky to share with you. Danny Conley

47

00:05:25,840 --> 00:05:32,400

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

[brian]: is Equity's new Diversity and Inclusion strategist, and she is the one who put this entire report together. And this

48

00:05:32,620 --> 00:05:38,880

[brian]: might sound like it's heavy, but I have to tell you that this was a really fun conversation. She's really Ump, about this

49

00:05:38,920 --> 00:05:43,740

[brian]: report about the work that Equity is doing right now, and one of the things that comes through in the entire conversation

50

00:05:43,860 --> 00:05:50,680

[brian]: is how empowered she wants you to feel as an actor, whether you're a member of Equity or not, or stage manager. Of course,

51

00:05:51,360 --> 00:05:59,320

[brian]: to reach out to use the department that she is the head of to help you feel more comfortable in those spaces, or to share

52

00:05:59,360 --> 00:06:05,320

[brian]: a celebration, or to say something that needs some work on it right. So I also want you to know that Danny and I were

53

00:06:05,360 --> 00:06:11,040

[brian]: both a little nervous for this conversation. I was nervous because Really wanted to get it right. I was nervous because

54

00:06:11,060 --> 00:06:17,340

[brian]: this is important to me into the mission here at Brian breaks character, and Danny did such a beautiful job of sharing

55

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

00:06:17,360 --> 00:06:23,160

[brian]: with me that those tricky conversations they have to be had, we have to be able to make mistakes. and one of the things

56

00:06:23,180 --> 00:06:29,880

[brian]: that I love about Danny is not only is she an expert in this area, she is an actor's theater person Like she has her

57

00:06:29,940 --> 00:06:36,340

[brian]: Ph D from Stanford in theater and performance studies. She has her bachelors and theater and dance and American studies

58

00:06:36,380 --> 00:06:41,440

[brian]: from Trinity College, and she has her mess, As in theater and performance studies from Washington University. So what does

59

00:06:41,460 --> 00:06:48,740

[brian]: this mean to you? This means that she knows how to talk the creative game, and as you can imagine, when we are talking

60

00:06:48,880 --> 00:06:54,320

[brian]: about diversity and equity and inclusion, and we're also talking about who the heck is going to be in the cast of this

61

00:06:54,400 --> 00:07:00,920

[brian]: next show on Broadway or at this regional theater. That can be a tricky conversation. So she and I get into making those

62

00:07:01,000 --> 00:07:06,020

[brian]: choice is what does it mean to be accommodating when it comes to the audition room? It comes to what who's being cast

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

63

00:07:06,180 --> 00:07:12,600

[brian]: Unset And I had a ton of questions That area, So I want to make sure you take away from this that the report has dropped.

64

00:07:12,740 --> 00:07:19,340

[brian]: We will link to that into the show note so you can read it, but really listen for Danny, walking us through what it means

65

00:07:19,860 --> 00:07:25,580

[brian]: to try to see Equity diversity inclusion on the stages in this country. All right, let's get to it.

1

00:00:01,120 --> 00:00:03,560

[brian]: So, Danny, welcome to the show. I'm so glad that you're here

2

00:00:04,431 --> 00:00:05,891

[danee_conley]: Thank you for having me so excited.

3

00:00:06,020 --> 00:00:11,360

[brian]: For sure. Full disclosure. Everyone listening, Danny and I both re nervous before we came on today. we even admitted

4

00:00:11,420 --> 00:00:12,020

[brian]: it to each other,

5

00:00:11,931 --> 00:00:12,331

[danee_conley]: Hm.

6

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

00:00:12,860 --> 00:00:18,700

[brian]: so obviously this means a lot to both of us. I think
for me it was early about it being. this is an important conversation

7

00:00:19,220 --> 00:00:24,620

[brian]: and one that we don't always get the opportunity to have.
And so Danny, Can you just you know, everybody has already heard

8

00:00:24,660 --> 00:00:29,380

[brian]: your bio at this point? Can you tell us what is your
day to day like in your work and where you are actuallybecause?

9

00:00:29,271 --> 00:00:29,491

[danee_conley]: Yeah,

10

00:00:29,420 --> 00:00:32,280

[brian]: Now that everyone's remote and all over the country,
people have no idea where

11

00:00:32,211 --> 00:00:32,731

[danee_conley]: Absolutely

12

00:00:32,300 --> 00:00:33,080

[brian]: you might even be sitting.

13

00:00:32,991 --> 00:00:43,191

[danee_conley]: yes. yes. so I am working out of the Chicago office,
some in the Chicago area, but my team is in New York, so kind

14

00:00:43,251 --> 00:00:48,911

[danee_conley]: of navigating all the different time zones, which

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

is incredible when you're setting meetings, you know,

15

00:00:48,880 --> 00:00:53,240

[brian]: Oh, believe me, half my team is on the East Coast. Have them for her and it's like Can we meet at nine? M? they're like,

16

00:00:53,260 --> 00:00:56,320

[brian]: Yeah, I'll be having lunch. I'm like. Oh, shoot, Should I get up at six a M. today?

17

00:00:57,811 --> 00:01:02,051

[danee_conley]: Or when I'm like, Oh, I want to meet at nine a M. and our West Coast staff is like, absolutely not.

18

00:01:03,300 --> 00:01:03,540

[brian]: We're not

19

00:01:03,531 --> 00:01:03,591

[danee_conley]: No,

20

00:01:03,560 --> 00:01:03,720

[brian]: coming

21

00:01:03,671 --> 00:01:03,811

[danee_conley]: thank

22

00:01:03,780 --> 00:01:03,900

[brian]: in at

23

00:01:03,871 --> 00:01:03,991

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

[dane_conley]: you.

24

00:01:03,960 --> 00:01:05,660

[brian]: six or seven

25

00:01:05,451 --> 00:01:05,531

[dane_conley]: No,

26

00:01:05,720 --> 00:01:06,020

[brian]: or whatever

27

00:01:05,971 --> 00:01:06,291

[dane_conley]: absolutely

28

00:01:06,080 --> 00:01:06,160

[brian]: you

29

00:01:06,331 --> 00:01:06,431

[dane_conley]: not.

30

00:01:06,820 --> 00:01:08,880

[brian]: do. Um, and

31

00:01:09,171 --> 00:01:09,371

[dane_conley]: Yeah,

32

00:01:09,360 --> 00:01:12,340

[brian]: yeah, tell me through your. tell us about your position
and what that's about.

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

33

00:01:13,051 --> 00:01:20,871

[dane_conley]: Yea, so I am the Diversity Inclusion Strategist,
Actors Equity Association, and my day to day kind of looks different

34

00:01:22,211 --> 00:01:31,031

[dane_conley]: depending on what project I'm working on, so I
can be brought in on anything from business intakes, when there

35

00:01:31,151 --> 00:01:37,131

[dane_conley]: are issues that arise, or even things to celebrate
that arise to being on those conversations.

36

00:01:37,160 --> 00:01:37,600

[brian]: Wait. Can you

37

00:01:37,531 --> 00:01:37,991

[dane_conley]: The latter

38

00:01:37,800 --> 00:01:38,100

[brian]: wait? Can I

39

00:01:38,091 --> 00:01:38,171

[dane_conley]: are

40

00:01:38,180 --> 00:01:38,480

[brian]: interrupt

41

00:01:38,311 --> 00:01:38,651

[dane_conley]: always.

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

42

00:01:38,540 --> 00:01:39,920

[brian]: you wait? Tell me what a celebration

43

00:01:39,831 --> 00:01:40,031

[dane_conley]: yeah,

44

00:01:39,960 --> 00:01:41,520

[brian]: would look like. Tell E, what a celebration looks like,

45

00:01:42,711 --> 00:01:50,511

[dane_conley]: Um, for me, a celebration looks like when an employer
or a member reaches out and they're like, Hey, I've been working

46

00:01:50,551 --> 00:01:56,411

[dane_conley]: on this show. We're doing really amazing things
in V. I. I'd love to have a conversation about what we're doing

47

00:01:56,851 --> 00:02:01,171

[dane_conley]: and how we can grow together. Those are my favorite
conversations ever.

48

00:02:01,440 --> 00:02:01,980

[brian]: And when you're having

49

00:02:01,911 --> 00:02:02,071

[dane_conley]: Um,

50

00:02:02,020 --> 00:02:03,980

[brian]: those, I'm going to keep, interrupted. Because it's so
fascinating is

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

51

00:02:04,091 --> 00:02:04,171

[danee_conley]: Oh

52

00:02:04,200 --> 00:02:04,280

[brian]: when

53

00:02:04,231 --> 00:02:04,411

[danee_conley]: yeah,

54

00:02:04,300 --> 00:02:04,580

[brian]: you're having

55

00:02:04,551 --> 00:02:04,871

[danee_conley]: please,

56

00:02:04,620 --> 00:02:09,260

[brian]: those converstrations. Is it typically with like someone
who'd be in the cast? Or is it someone who is a direct? Like

57

00:02:09,600 --> 00:02:12,060

[brian]: who is the person? Because I think actors I can to were
like.

58

00:02:12,531 --> 00:02:12,811

[danee_conley]: Yeah.

59

00:02:12,620 --> 00:02:14,860

[brian]: We're thing of the actor. Right who is the one who'd
be like reaching

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

60

00:02:14,611 --> 00:02:15,011

[danee_conley]: absolutely

61

00:02:14,920 --> 00:02:15,480

[brian]: out to you. Eh,

62

00:02:16,731 --> 00:02:24,471

[danee_conley]: so. the wonderful thing about my position is that we are both a member based staff based, and also external based

63

00:02:24,631 --> 00:02:31,671

[danee_conley]: department, so anyone can reach out to us, both folks who are working on equity contract from folks who aren't

64

00:02:31,811 --> 00:02:40,351

[danee_conley]: or who are interested in equity or any across the spectre of people who could want to have conversations around

65

00:02:40,491 --> 00:02:40,871

[danee_conley]: the I.

66

00:02:41,240 --> 00:02:41,380

[brian]: Wow,

67

00:02:41,871 --> 00:02:49,691

[danee_conley]: So we Been contacted by members who are like. I'm working on this great show. How do we go about implementing

68

00:02:49,731 --> 00:02:59,531

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

[daneer_conley]: more Di practices for the cast? Having conversations with employers of producers directors, But then also be are reached

69

00:02:59,631 --> 00:03:07,191

[daneer_conley]: out to quite a bit from students that colleges who want to just have conversation around the industry. It's

70

00:03:07,311 --> 00:03:16,971

[daneer_conley]: really anyone interested in theater has Has reached out and it's been a really wonderful aspect of my job because

71

00:03:17,011 --> 00:03:24,371

[daneer_conley]: I mean, I firmly believe that the doesn't work unless it's kind of infused in all aspects of the industry. And

72

00:03:24,531 --> 00:03:28,571

[daneer_conley]: so I'm here for Equity and its members, but I'm also here for the industry at large.

73

00:03:29,240 --> 00:03:34,220

[brian]: That s so interesting. So the first ting that came out to me is like. Does that mean your Ibex has a lot of emails you

74

00:03:34,320 --> 00:03:38,780

[brian]: don't need to deal with, and like everyone in the world is getting some of your time all the time. Like what is it? and

75

00:03:38,840 --> 00:03:39,760

[brian]: it could be completely wrong

76

00:03:39,771 --> 00:03:39,811

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

[dane_conley]: A

77

00:03:39,800 --> 00:03:39,840

[brian]: or

78

00:03:39,871 --> 00:03:40,111

[dane_conley]: little

79

00:03:39,880 --> 00:03:40,260

[brian]: you wishing

80

00:03:40,171 --> 00:03:40,331

[dane_conley]: bit.

81

00:03:40,620 --> 00:03:40,800

[brian]: Okay.

82

00:03:42,351 --> 00:03:46,291

[dane_conley]: Yeah, now, actually a little bit.

83

00:03:46,720 --> 00:03:46,920

[brian]: Okay,

84

00:03:47,791 --> 00:03:49,091

[dane_conley]: That's That's really where it is.

85

00:03:49,440 --> 00:03:49,720

[brian]: Got it.

86

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

00:03:50,331 --> 00:03:58,091

[danee_conley]: I am. I have full confidence and faith in our staff. And so, if ever, there's something that comes to me and

87

00:03:58,271 --> 00:04:04,571

[danee_conley]: it's not really in my real house, I feel super comfortable sending them along to whoever can actually help them

88

00:04:05,031 --> 00:04:11,531

[danee_conley]: and also letting folks know that if you reach out to me, I like to income. It's moderately approachable, so

89

00:04:12,131 --> 00:04:16,731

[danee_conley]: you know, Happy to be that kind of go between or come to it for conversation,

90

00:04:17,000 --> 00:04:21,920

[brian]: Got it. And if someone's listening right now, I promise we're gon t get to everything you do. But this is like super.

91

00:04:21,960 --> 00:04:22,840

[brian]: If someone's listening right now like

92

00:04:22,791 --> 00:04:23,171

[danee_conley]: Please.

93

00:04:23,180 --> 00:04:27,740

[brian]: Hey, maybe I should be reaching out to Danny. I should be saying this to her. I should be sharing this. What I know

94

00:04:27,780 --> 00:04:31,660

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

[brian]: you said. It's like Hey, this is going really well. I
don't don't an to spend too much time when tings are going badly,

95

00:04:31,760 --> 00:04:37,040

[brian]: But like can you say like when would be? Is it like a
raising of? like? Hey, I need support. or would it be? this was

96

00:04:37,080 --> 00:04:42,260

[brian]: a horrible experience. We need to talk about this. I
had the like. I don't want to make people experience trauma in

97

00:04:42,300 --> 00:04:45,140

[brian]: the in the telling of this moment, but I would wait interesting

98

00:04:45,011 --> 00:04:45,331

[danee_conley]: Hm.

99

00:04:45,160 --> 00:04:49,040

[brian]: to you to like. what would be the definition of the Time
to knock on your door. For example.

100

00:04:49,951 --> 00:05:00,271

[danee_conley]: Yeah, so the right time to knock on my metaphorical
email door is to is when you're experiencing any type of work

101

00:05:00,331 --> 00:05:09,111

[danee_conley]: conditions or have questions around anything that
involves diversity, inclusion, belonging, justice, building care

102

00:05:09,291 --> 00:05:16,291

[danee_conley]: bringing, I said, I try to expand that a little

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

bit more. I think that sometime diversity and inclusion falls

103

00:05:16,371 --> 00:05:24,651

[dane_conley]: into this idea of its only for certain people,
And that's not at all the position I take. I believe that again,

104

00:05:24,751 --> 00:05:33,351

[dane_conley]: Diversity inclusions have to focus on care building
and community building and showing up for one another, So I've

105

00:05:33,791 --> 00:05:35,291

[dane_conley]: been contacted about

106

00:05:38,311 --> 00:05:44,851

[dane_conley]: is happening in my workplace. I'd love to have
a conversation with my business. Rap with you in the room To

107

00:05:44,911 --> 00:05:53,631

[dane_conley]: come this from a diversity and inclusion lens,
which is awesome. I've also been contacted. Um, I need help immediately

108

00:05:54,031 --> 00:06:00,331

[dane_conley]: because some something horrible has happened and
that's

109

00:06:00,800 --> 00:06:00,820

[brian]: M.

110

00:06:00,951 --> 00:06:02,391

[dane_conley]: I'm there. You know. it's

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

111

00:06:02,400 --> 00:06:02,560

[brian]: Yeah,

112

00:06:04,231 --> 00:06:11,111

[dane_conley]: I'm there for people that all aspects are at all times on their journey, So happy to be there for the beginning

113

00:06:11,211 --> 00:06:18,591

[dane_conley]: and kind of a part of that conversation throughout. But I'm also there if I've had folks reach out and say hey, I'm

114

00:06:18,651 --> 00:06:27,891

[dane_conley]: interested in, You know, unconscious bias training and providing resources for that or he. I am a wheel chair user

115

00:06:27,991 --> 00:06:34,951

[dane_conley]: and I'd love to talk about accessibility. Um, for folks with physical disabilities in X feeder space.

116

00:06:35,380 --> 00:06:35,660

[brian]: Got it.

117

00:06:35,751 --> 00:06:40,571

[dane_conley]: Happy to have those conversations as well. So really it's anything. Be related.

118

00:06:40,920 --> 00:06:46,480

[brian]: Yeah, are you ever the one who's like Hey you, we need to have a talk because I don't mean that would be. That would

119

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

00:06:46,520 --> 00:06:47,900

[brian]: be nasty. Like you have t have a talk. You're

120

00:06:47,931 --> 00:06:48,051

[danee_conley]: No,

121

00:06:47,940 --> 00:06:48,760

[brian]: being bad. but

122

00:06:48,651 --> 00:06:48,671

[danee_conley]: I

123

00:06:48,820 --> 00:06:48,980

[brian]: like

124

00:06:48,871 --> 00:06:49,991

[danee_conley]: totally understand what you mean.

125

00:06:50,180 --> 00:06:51,620

[brian]: yeah, can you, and then a

126

00:06:51,731 --> 00:06:51,931

[danee_conley]: yeah,

127

00:06:52,300 --> 00:06:54,680

[brian]: yeah. Can you tell us a little bit about that kind of
when that shows

128

00:06:54,551 --> 00:06:55,051

[danee_conley]: Uh,

**Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report
with Danee Conley - Transcript**

129

00:06:54,720 --> 00:06:56,380

[brian]: up for you or like? Is there like a mission of?

130

00:06:56,391 --> 00:06:56,591

[danee_conley]: yeah,

131

00:06:56,420 --> 00:07:01,760

[brian]: We need to talk to this many theaters by the end of the year or anything that happens like that kind of edict, For lack

132

00:07:01,820 --> 00:07:02,540

[brian]: of a better word,

133

00:07:04,291 --> 00:07:12,631

[danee_conley]: So that's like a kind of a too problem answer. So the first part of that is whenever something comes in to the

134

00:07:12,731 --> 00:07:18,691

[danee_conley]: union, that is a member or employer reaching out to a business wrap or a senior business wrap, or even a field

135

00:07:18,751 --> 00:07:27,931

[danee_conley]: breath. sometimes I'm brought in on those conversations, so it is sort of that first thing that you describe, which is

136

00:07:28,291 --> 00:07:34,991

[danee_conley]: you know, reaching out to whoever is maybe having an issue or needs to have those kinds of conversin, And I'm saying

137

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

00:07:35,451 --> 00:07:41,971

[danee_conley]: I'd love to talk about whatever the situation is at hand, and how we can move forward and grow together. Those

138

00:07:42,071 --> 00:07:51,991

[danee_conley]: are. That's a part of it. There's also the outreach part part of it, which is less so reaching out and saying, Here's

139

00:07:52,051 --> 00:07:59,011

[danee_conley]: what you need to do better, and more so reaching out across the industry and saying, I'm really interested in

140

00:07:59,071 --> 00:08:05,231

[danee_conley]: having this conversation and building a network of care. We's figure out how to provide Resources to do that

141

00:08:05,411 --> 00:08:14,551

[danee_conley]: So that could look like M. de presentation or conversations with potential employers. It could look like workshops

142

00:08:14,631 --> 00:08:19,631

[danee_conley]: and webinars. Remember, Um, So really it's It's kind of too problem.

143

00:08:19,880 --> 00:08:25,140

[brian]: Go go before we get too deep. I've got a bunch of questions still that I want to ask, but I want to hear, and this is a really

144

00:08:25,220 --> 00:08:31,740

[brian]: simple one, Danny. So you can slap me later if you want to, which is can you give me? Can you share for our audience

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

145

00:08:32,300 --> 00:08:35,480

[brian]: your definition or equities? definition of d, E, I, J.

And what that?

146

00:08:37,171 --> 00:08:42,851

[danee_conley]: Yeah, yeah, that's a great question. so I abtually
flip it

147

00:08:43,080 --> 00:08:43,260

[brian]: Yeah,

148

00:08:43,831 --> 00:08:49,211

[danee_conley]: only because I heard it this way one time and
I'm obsetobsessed with it because I'm a little bit of a nerve,

149

00:08:49,551 --> 00:08:50,231

[danee_conley]: which is get

150

00:08:50,960 --> 00:08:51,100

[brian]: Yeah,

151

00:08:51,211 --> 00:08:51,431

[danee_conley]: to my

152

00:08:51,460 --> 00:08:51,540

[brian]: so

153

00:08:51,531 --> 00:08:51,951

[danee_conley]: favorite.

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

154

00:08:51,740 --> 00:08:52,640

[brian]: yes, we say that

155

00:08:52,671 --> 00:08:52,851

[danee_conley]: Um,

156

00:08:52,700 --> 00:08:54,320

[brian]: and we, our trainer who trains

157

00:08:54,231 --> 00:08:54,831

[danee_conley]: absolutely

158

00:08:54,360 --> 00:08:57,860

[brian]: us. She uses that word all the time She causes our jet training, but people don't get it

159

00:08:57,891 --> 00:08:58,071

[danee_conley]: Love

160

00:08:57,900 --> 00:08:58,200

[brian]: in the world

161

00:08:58,211 --> 00:08:58,391

[danee_conley]: jet,

162

00:08:58,240 --> 00:09:01,200

[brian]: because they think we're talking about Star Wars that we have to clean it up.

163

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

00:09:02,791 --> 00:09:09,491

[danee_conley]: Which, like getting to do De for a star were movie sounds pretty awesome. Not what we're talking about right now,

164

00:09:10,591 --> 00:09:17,731

[danee_conley]: but Jed or even Debby, is how I've heard it called, which is diversity, Equity, belonging and inclusion, which I

165

00:09:17,851 --> 00:09:27,411

[danee_conley]: love, M. But so the idea of Di, at least, as of approaching it in my department, and how we're having these conversations

166

00:09:27,531 --> 00:09:34,951

[danee_conley]: around equity, both with our members and then outside of equity in the larger Peter community Is diversity

167

00:09:35,351 --> 00:09:47,891

[danee_conley]: of bodies, thought, um, raceunicity, gender, gender expression and identity, sexual orientation better in status

168

00:09:48,111 --> 00:09:57,451

[danee_conley]: disability, It's really just anything that leverages your personal identities and characteristic is included in that

169

00:09:57,511 --> 00:10:05,331

[danee_conley]: conversation around diversity. equity for me, and the way When talking about it is making sure that people

170

00:10:05,471 --> 00:10:06,231

[danee_conley]: don't have to

171

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

00:10:09,591 --> 00:10:18,771

[danee_conley]: Leverage or share or feel like they have to share their vulnerability or any part of themselves to have the same

172

00:10:18,851 --> 00:10:24,811

[danee_conley]: level of access as anyone else. so a lot of that is pro active thinking of,

173

00:10:25,160 --> 00:10:25,180

[brian]: M.

174

00:10:25,371 --> 00:10:33,211

[danee_conley]: for example, how do we make sure that members who are deaf and hard of hearing can show up to an audition

175

00:10:33,371 --> 00:10:40,871

[danee_conley]: with the same level of access as anyone else that they might need, And that doesn't mean I love that the image

176

00:10:40,931 --> 00:10:44,391

[danee_conley]: that floats around the Internet of everybody standing at a fence,

177

00:10:44,760 --> 00:10:44,900

[brian]: Yeah,

178

00:10:45,251 --> 00:10:49,791

[danee_conley]: and it's like a tall person, and then a shorter person, a medium high person.

179

00:10:49,740 --> 00:10:49,880

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

[brian]: Right,

180

00:10:50,591 --> 00:10:55,231

[danee_conley]: At the whole idea of equity, they can all see over the fence, and that might mean that the box are standing

181

00:10:55,351 --> 00:10:57,791

[danee_conley]: on has to be built a little higher, so

182

00:10:57,720 --> 00:10:57,940

[brian]: Right,

183

00:10:57,891 --> 00:11:03,851

[danee_conley]: sometimes we have to focus a little bit more on the experiences that some people are having in order for them

184

00:11:03,911 --> 00:11:11,991

[danee_conley]: to have the same level of access for me. Justice, then is the room Oval of the fact, right that there are no barriers

185

00:11:12,071 --> 00:11:20,471

[danee_conley]: in the way that you don't even need a box of stand on that when you show up to a space or into a room or a conversation

186

00:11:20,611 --> 00:11:28,491

[danee_conley]: or an audition or a rehearsal room, that everything you bring to that space is exactly enough to access that space.

187

00:11:29,711 --> 00:11:30,391

[danee_conley]: Does that make sense?

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

188

00:11:30,280 --> 00:11:37,240

[brian]: Yeah, totally doesn't love the definition. This must get really tricky because I'm going to use a bad example, but

189

00:11:37,540 --> 00:11:39,660

[brian]: you'll make it Molbettawhich is like.

190

00:11:39,551 --> 00:11:39,931

[danee_conley]: Yeah,

191

00:11:39,740 --> 00:11:43,700

[brian]: If we're talking about Oklahoma, let's just pretend right And we have a vision of the show

192

00:11:43,551 --> 00:11:43,931

[danee_conley]: Hm,

193

00:11:43,920 --> 00:11:49,360

[brian]: Oklahoma, and what? it's supposed to look like, What look like in the past and we can truly like. Oh no, we're doing

194

00:11:49,400 --> 00:11:54,620

[brian]: this with. We're doing everything different were doing were embracing all of the ifferent. This must get tricky when

195

00:11:54,740 --> 00:12:03,020

[brian]: you're talking to directors or theaters, and I'm imagining celebrations are look. I don't want t say, good job. but this

196

00:12:03,080 --> 00:12:07,980

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

[brian]: person let go of any preconceived notions of what equity and justice looks like in terms of casting. And so, since you're

197

00:12:08,020 --> 00:12:08,900

[brian]: representing actors in

198

00:12:08,931 --> 00:12:09,231

[danee_conley]: Hm,

199

00:12:08,940 --> 00:12:14,900

[brian]: many places, do you get into a lot of conversations with people in that arena? Um, or like, we want everybody

200

00:12:14,751 --> 00:12:15,131

[danee_conley]: Hm,

201

00:12:14,940 --> 00:12:20,260

[brian]: to look the same who's in the course. Want them to be the same height and up up like that is like not going to work

202

00:12:20,300 --> 00:12:26,680

[brian]: if we're going to try to also do this at the same time. I get you have an artistic vision. Do you get into Weird to me?

203

00:12:26,720 --> 00:12:33,180

[brian]: It feels very weird, like, almost Like I'd be trapped in like a Mia strip of like, how do I have? You have your artistic

204

00:12:33,240 --> 00:12:36,280

[brian]: vision and also talk about this at the same time. Can you speak to that a little bit?

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

205

00:12:36,731 --> 00:12:45,511

[danee_conley]: What an incredible concept Because this is something I deal with all the time. Um, So the way I approach that is typically,

206

00:12:46,371 --> 00:12:54,331

[danee_conley]: I have the utmost faith in our industry and the level of creativity that is in these rooms in these rehearsal

207

00:12:54,391 --> 00:13:03,731

[danee_conley]: spaces in these audition rooms right that like, I have no doubt that if they came across an issue that was like,

208

00:13:04,591 --> 00:13:11,851

[danee_conley]: Oh, well, this conflict with my artistic vision right that their talented enough to shift that artistic vision

209

00:13:12,671 --> 00:13:15,991

[danee_conley]: right in a way that doesn't hurt people or cause harm.

210

00:13:16,160 --> 00:13:16,180

[brian]: M,

211

00:13:17,211 --> 00:13:23,311

[danee_conley]: And I think that's why I absolutely love intimacy, directors and choreographers. I love cultural consultants and

212

00:13:23,371 --> 00:13:28,051

[danee_conley]: coordinators on shows. I think having those conversations of

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

213

00:13:31,451 --> 00:13:36,351

[dane_conley]: What are we for going in the name of artistic vision

214

00:13:37,460 --> 00:13:37,480

[brian]: M.

215

00:13:38,011 --> 00:13:45,971

[dane_conley]: for me is This is gonna be. This is a phrase you know like when you're when you're doing these conversation and

216

00:13:45,991 --> 00:13:48,131

[dane_conley]: you're like I don't want to say anything wrong, but I think

217

00:13:48,460 --> 00:13:48,680

[brian]: Yes,

218

00:13:48,571 --> 00:13:55,911

[dane_conley]: part of it is a fear that, like it's for me in such a creative industry, it's a little bit of a cop out right

219

00:13:55,971 --> 00:14:03,031

[dane_conley]: like I think. I think there are such brilliant minds in this industry and I'm so grateful to be a part of it

220

00:14:03,611 --> 00:14:12,731

[dane_conley]: that I have no doubt if someone came forward and said I'm experiencing harm in this way, or I feel Silenced or

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

221

00:14:12,791 --> 00:14:20,771

[dane_conley]: embraced or oppressed, Or what have you? whether that's in when you're on contract or before you get a contract

222

00:14:21,291 --> 00:14:27,731

[dane_conley]: that we have such incredible minds in this field to be able to step up and say Okay, How do we re? think this

223

00:14:28,491 --> 00:14:34,591

[dane_conley]: the same way that it's like Okay, we want to do theater in the round, but

224

00:14:34,600 --> 00:14:34,880

[brian]: Hm,

225

00:14:34,651 --> 00:14:37,371

[dane_conley]: we only have a presinium stage. You figure

226

00:14:37,380 --> 00:14:37,460

[brian]: You

227

00:14:37,411 --> 00:14:37,471

[dane_conley]: it

228

00:14:37,500 --> 00:14:37,640

[brian]: will

229

00:14:37,531 --> 00:14:37,611

[dane_conley]: out

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

230

00:14:37,680 --> 00:14:38,060

[brian]: figure it out.

231

00:14:38,671 --> 00:14:44,811

[danee_conley]: right, you'll figure it out And that That's my favorite thing about Peter. And so I kind of say the same thing

232

00:14:44,911 --> 00:14:47,711

[danee_conley]: is. Um, let's figure it out together

233

00:14:48,160 --> 00:14:48,380

[brian]: Yeah,

234

00:14:48,511 --> 00:14:56,991

[danee_conley]: right, And that's that's a big part of why I'm here if you are like, Stuck, if you're like, Actually, Um, I

235

00:14:57,131 --> 00:15:07,651

[danee_conley]: need all of our actors to be able to jump up and down right. It's a very real blocking request, but some folks

236

00:15:07,731 --> 00:15:14,331

[danee_conley]: may not be able to jump up and down, And that doesn't make them Less of an actor or any less talented. Or what

237

00:15:14,371 --> 00:15:22,871

[danee_conley]: have you? chances are we can work together to figure out a way to convey the same message without having those

238

00:15:22,931 --> 00:15:29,791

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

[daneer_conley]: times of requirements around it. I think this comes from me being a drama turned to in my past. Life is just

239

00:15:29,851 --> 00:15:38,611

[daneer_conley]: thinking through all of the ways that we can approach a work and still provide that same understanding and that same

240

00:15:38,671 --> 00:15:39,651

[daneer_conley]: message, and that same.

241

00:15:42,751 --> 00:15:44,991

[daneer_conley]: I try not to use this word when I'm going to use it. Bibe

242

00:15:45,320 --> 00:15:45,480

[brian]: Yeah,

243

00:15:45,911 --> 00:15:47,991

[daneer_conley]: in A for an audience

244

00:15:48,460 --> 00:15:48,640

[brian]: Yeah,

245

00:15:49,491 --> 00:15:50,391

[daneer_conley]: and figuring it out together.

246

00:15:50,680 --> 00:15:54,100

[brian]: yeah, because I think when you're using the word vie, what I think you're saying is the impact we wanted to have on

247

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

00:15:54,140 --> 00:15:58,600

[brian]: the audience in that moment doesn't matter. Here's a question and this is like the bad person's question. For a second.

248

00:15:59,100 --> 00:16:00,100

[brian]: Yes, but I need everyone to

249

00:16:00,051 --> 00:16:00,251

[danee_conley]: Uh,

250

00:16:00,120 --> 00:16:00,800

[brian]: be able to do a triple

251

00:16:00,691 --> 00:16:00,731

[danee_conley]: uh,

252

00:16:00,900 --> 00:16:04,320

[brian]: pirouette, and so becomes a skill technique

253

00:16:03,791 --> 00:16:04,131

[danee_conley]: Hm.

254

00:16:04,500 --> 00:16:09,540

[brian]: and it becomes not a vision. Is that a tricky conversation that our having? or is this the baby question that no one cares

255

00:16:09,600 --> 00:16:15,740

[brian]: about Like at that point where like get out of my face you are. get out. Like, tell me. tell me about that Because there's

256

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

00:16:15,780 --> 00:16:16,500

[brian]: a like or

257

00:16:16,611 --> 00:16:16,751

[danee_conley]: No,

258

00:16:16,840 --> 00:16:21,700

[brian]: she has to be able to belt and hide. I can't do anything about that like that's the way the music is written, and I wondered

259

00:16:21,740 --> 00:16:26,900

[brian]: about what happens and this may be like. Does this happen? Am I making up a scenaro that is not real?

260

00:16:28,331 --> 00:16:36,631

[danee_conley]: No, So it's so funny because I want to touch on something very little that you said in that, which is for me,

261

00:16:36,771 --> 00:16:42,991

[danee_conley]: there's no small question, right. I think part of doing the work is not being afraid to ask these questions

262

00:16:43,711 --> 00:16:49,151

[danee_conley]: and feeling like, Oh, this is a small question, or this is a question no one thinking about, Because chances

263

00:16:49,311 --> 00:16:54,531

[danee_conley]: are with the billions of people in the world. If you're wondering this question, someone else is wondering

264

00:16:54,591 --> 00:16:55,051

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

[daneer_conley]: this question.

265

00:16:54,800 --> 00:16:55,840

[brian]: I got to beg you,

266

00:16:55,931 --> 00:16:56,051

[daneer_conley]: So

267

00:16:55,940 --> 00:16:56,200

[brian]: Danny,

268

00:16:56,451 --> 00:16:56,591

[daneer_conley]: for

269

00:16:56,540 --> 00:16:56,940

[brian]: Everybody,

270

00:16:56,651 --> 00:16:56,991

[daneer_conley]: me it's

271

00:16:57,000 --> 00:16:57,400

[brian]: please hear

272

00:16:57,411 --> 00:16:57,771

[daneer_conley]: yes,

273

00:16:57,440 --> 00:16:58,480

[brian]: that that was so helpful

274

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

00:16:58,191 --> 00:16:58,711

[danee_conley]: A card.

275

00:16:58,800 --> 00:17:03,140

[brian]: because Danny could also feel Here's what I don't want to also be. I don't want to also be. the. This is going to sound

276

00:17:03,260 --> 00:17:08,600

[brian]: something. but I'm gonna say it's my podcast. I can I don't want be a right wing ship stirrer, who's trying to just

277

00:17:08,700 --> 00:17:12,500

[brian]: poke for poking? I'm actually trying to ask creative artistic question around.

278

00:17:12,311 --> 00:17:12,531

[danee_conley]: Yeah,

279

00:17:12,980 --> 00:17:19,960

[brian]: Does this come up in reality of like Like Where is there? A? My suspicion is an, you can correct me here or get me close.

280

00:17:20,060 --> 00:17:21,020

[brian]: As like, you

281

00:17:21,011 --> 00:17:21,331

[danee_conley]: Hm,

282

00:17:21,180 --> 00:17:25,320

[brian]: know when the line is crossed or you know when it's And too far.

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

283

00:17:25,271 --> 00:17:25,731

[danee_conley]: Hm,

284

00:17:25,440 --> 00:17:31,280

[brian]: Yes, we agree she should be able to high. Everyone knows that high in that song. Yes, That's what does that make sense

285

00:17:31,300 --> 00:17:32,160

[brian]: when I'm saying it that way.

286

00:17:33,451 --> 00:17:42,911

[danee_conley]: Yes, Absolutely, and I think that is something that happened before someone's even hired Right. So it's in an

287

00:17:42,991 --> 00:17:50,551

[danee_conley]: audition call. you say. Um, we're casting for Elphaba. We need you to hit a certain

288

00:17:50,840 --> 00:17:50,980

[brian]: Yeah,

289

00:17:50,991 --> 00:17:55,331

[danee_conley]: note. Chances are, you're probably not going to audition if you can't hit that note

290

00:17:55,580 --> 00:17:55,740

[brian]: Right,

291

00:17:55,751 --> 00:17:55,931

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

[dane_conley]: right.

292

00:17:55,980 --> 00:17:56,140

[brian]: right,

293

00:17:56,051 --> 00:18:06,191

[dane_conley]: So it's it's those question. But what I don't
want is for someone who say Someone is putting on a rendition

294

00:18:06,311 --> 00:18:07,751

[dane_conley]: of Cinderella.

295

00:18:08,100 --> 00:18:08,240

[brian]: Sure,

296

00:18:08,611 --> 00:18:14,831

[dane_conley]: Cinderella is a bad example, because there was
Brandy of Cinderella, And so it does. My. My example doesn't

297

00:18:14,851 --> 00:18:15,931

[dane_conley]: make sense. Let me back track.

298

00:18:15,920 --> 00:18:16,100

[brian]: Okay,

299

00:18:16,471 --> 00:18:19,171

[dane_conley]: Say there's no white right,

300

00:18:19,060 --> 00:18:19,220

[brian]: Okay,

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

301

00:18:19,591 --> 00:18:20,991

[danee_conley]: a rendition of Snow White or

302

00:18:20,960 --> 00:18:21,120

[brian]: yeah,

303

00:18:21,051 --> 00:18:26,191

[danee_conley]: Beauty in the Beast, or think of the princesses
that

304

00:18:26,200 --> 00:18:26,380

[brian]: Great,

305

00:18:26,231 --> 00:18:26,691

[danee_conley]: we think of.

306

00:18:26,760 --> 00:18:26,960

[brian]: sure,

307

00:18:27,451 --> 00:18:27,651

[danee_conley]: Um,

308

00:18:31,291 --> 00:18:37,271

[danee_conley]: I question. I don't question. The Are people going
to feel comfortable aditioning, because they know that they can't

309

00:18:37,351 --> 00:18:45,211

[danee_conley]: do the dancer team that's required. Or, and even
then it gets a little tricky because those can be updated to

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

310

00:18:45,200 --> 00:18:45,560

[brian]: Yeah,

311

00:18:45,651 --> 00:18:47,311

[danee_conley]: have accommodation right.

312

00:18:47,080 --> 00:18:47,920

[brian]: yeah, yeah, yeah, yeah, yeah,

313

00:18:48,491 --> 00:19:01,111

[danee_conley]: But like for singing parts? Um, yeah, I think I'm more excited about the conversations that I like. So I'm

314

00:19:01,331 --> 00:19:14,531

[danee_conley]: a trans woman who's a wheelchair user. I also want you to addition for Bell or Cinderella or Snow White, right,

315

00:19:14,651 --> 00:19:21,271

[danee_conley]: because I think a big part of this question is challenging our understanding of what the stop character is right.

316

00:19:21,371 --> 00:19:34,551

[danee_conley]: And thinking about, I don't know we. If we can do like Things on stage that people would never guess you could

317

00:19:34,651 --> 00:19:37,911

[danee_conley]: do in real life, people are flying through the air

318

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

00:19:38,080 --> 00:19:38,320

[brian]: Yes,

319

00:19:38,491 --> 00:19:44,511

[danee_conley]: as if the right. like, I don't know why I'm on
some kind of like Disney metaphor

320

00:19:44,500 --> 00:19:44,600

[brian]: It's

321

00:19:44,631 --> 00:19:44,811

[danee_conley]: kick,

322

00:19:44,660 --> 00:19:44,940

[brian]: okay. it's

323

00:19:44,951 --> 00:19:45,091

[danee_conley]: But

324

00:19:45,000 --> 00:19:45,160

[brian]: good.

325

00:19:45,151 --> 00:19:45,311

[danee_conley]: like

326

00:19:45,220 --> 00:19:45,600

[brian]: it's great.

327

00:19:46,471 --> 00:19:52,691

[danee_conley]: right, like Peter Pan, you fly through the air.

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

If you can do that, you can have a black Snow White.

328

00:19:53,000 --> 00:19:53,740

[brian]: Oh my God, please

329

00:19:53,731 --> 00:19:53,811

[danee_conley]: You

330

00:19:53,820 --> 00:19:53,920

[brian]: show

331

00:19:53,871 --> 00:19:54,011

[danee_conley]: could

332

00:19:54,000 --> 00:19:54,040

[brian]: me

333

00:19:54,091 --> 00:19:54,291

[danee_conley]: have

334

00:19:54,100 --> 00:19:54,420

[brian]: a Peter

335

00:19:54,451 --> 00:19:54,531

[danee_conley]: you

336

00:19:54,480 --> 00:19:54,700

[brian]: Pan

337

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

00:19:54,551 --> 00:19:55,091

[dane_conley]: know what I mean.

338

00:19:55,000 --> 00:19:57,280

[brian]: in a wheel chair. I mean, I'm now dying for a Peter Pan
and

339

00:19:57,471 --> 00:19:57,771

[dane_conley]: Yes,

340

00:19:57,540 --> 00:20:01,400

[brian]: like I'm dying for that to be the thing. like, Yes, yes,
yeah,

341

00:20:01,311 --> 00:20:10,891

[dane_conley]: You know, and I think for me that's a really big
thing. is. Um, how do you accommodate someone who is a really

342

00:20:11,091 --> 00:20:21,511

[dane_conley]: wonderful fit for your show, but might be on common
medication, And so when they started their career, they could

343

00:20:21,611 --> 00:20:25,131

[dane_conley]: hit that high note and now they can't, And but
like

344

00:20:26,300 --> 00:20:26,640

[brian]: They're at.

345

00:20:26,871 --> 00:20:26,891

[dane_conley]: I

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

346

00:20:26,920 --> 00:20:27,060

[brian]: They

347

00:20:26,951 --> 00:20:27,091

[danee_conley]: don't.

348

00:20:27,120 --> 00:20:27,280

[brian]: got.

349

00:20:27,251 --> 00:20:27,411

[danee_conley]: Yeah,

350

00:20:27,400 --> 00:20:27,620

[brian]: yeah,

351

00:20:28,591 --> 00:20:31,011

[danee_conley]: So that's what I mean By the creativity involved

352

00:20:30,820 --> 00:20:31,000

[brian]: Yeah,

353

00:20:31,191 --> 00:20:38,571

[danee_conley]: And theater that I opened so many possibilities.
If you can create something out of nothing. I mean, I

354

00:20:38,580 --> 00:20:38,740

[brian]: Yeah,

355

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

00:20:38,631 --> 00:20:43,571

[danee_conley]: think every person in this industry has come across
a limited budget right,

356

00:20:43,820 --> 00:20:43,980

[brian]: Yep,

357

00:20:43,971 --> 00:20:49,311

[danee_conley]: and has put on a wonderful show on like fifty
dollars and

358

00:20:49,460 --> 00:20:49,660

[brian]: Yes,

359

00:20:50,131 --> 00:20:52,011

[danee_conley]: whatever set pieces they can fit in their car,

360

00:20:52,240 --> 00:20:52,600

[brian]: Right, yeah,

361

00:20:52,611 --> 00:20:53,251

[danee_conley]: right. And so

362

00:20:53,700 --> 00:20:53,940

[brian]: yes,

363

00:20:53,951 --> 00:21:00,891

[danee_conley]: if we can do all that, why can't we expand the
way that we're talking about What shows are

364

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

00:21:01,120 --> 00:21:01,320

[brian]: Yeah,

365

00:21:01,171 --> 00:21:01,571

[danee_conley]: They can be.

366

00:21:01,980 --> 00:21:06,500

[brian]: Danny. does this get frustrating for you because we're starting to have a very artistic conversation? I would say part

367

00:21:06,540 --> 00:21:07,400

[brian]: of this is around. Artistry

368

00:21:07,211 --> 00:21:07,531

[danee_conley]: Hm,

369

00:21:07,540 --> 00:21:13,000

[brian]: about our seems like mutual taste of like we like boundaries being pushed, which isn't necessarily

370

00:21:13,011 --> 00:21:13,431

[danee_conley]: Hm,

371

00:21:13,020 --> 00:21:17,680

[brian]: maybe the same of the mission of your department to make sure people are getting opportunities into it right. So one is

372

00:21:17,740 --> 00:21:18,940

[brian]: like a stretching artistic

373

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

00:21:18,831 --> 00:21:19,011

[danee_conley]: Yes,

374

00:21:19,020 --> 00:21:22,340

[brian]: boundaries, as he. Probably the you and I both like to see, which is maybe different. So is this

375

00:21:22,331 --> 00:21:22,731

[danee_conley]: Hm,

376

00:21:22,400 --> 00:21:26,840

[brian]: ever get frustrating or O yu, ever like not feel like your clothes are fitting in this department. Or is this the kind

377

00:21:26,880 --> 00:21:30,160

[brian]: of conversation that is willing to be had when people are to talk

378

00:21:32,031 --> 00:21:40,211

[danee_conley]: Yeah, that is a great question. Absolutely, from at least my time equity so far, everyone is really excited to

379

00:21:40,271 --> 00:21:49,211

[danee_conley]: have these conversations. I haven't come across anyone. That's like. No, I don't believe in change. you know,

380

00:21:49,500 --> 00:21:49,700

[brian]: Right?

381

00:21:50,611 --> 00:21:52,171

[danee_conley]: very grateful for that.

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

382

00:21:52,020 --> 00:21:52,860

[brian]: Yeah, thank goodness.

383

00:21:53,811 --> 00:22:02,111

[danee_conley]: I have come across, you know, across my time,
and I had come across people who are like. I have a real Fear

384

00:22:02,231 --> 00:22:13,951

[danee_conley]: for change, which fair I approach, the work that
myself and my team do with the knowledge that getting a an equity

385

00:22:14,031 --> 00:22:23,691

[danee_conley]: contract, for example, is not just following your
dream, right, it's not just let me practise my skill, it's also

386

00:22:24,491 --> 00:22:33,371

[danee_conley]: access to housing, being able to feed your family,
having access to health care. you know, the just Much more to

387

00:22:33,471 --> 00:22:39,671

[danee_conley]: getting a contract and being hired on a show than
just being on the stage.

388

00:22:39,780 --> 00:22:42,720

[brian]: Yeah, and I think that's such I want t make Im. Probably
he, because I want to underline.

389

00:22:42,751 --> 00:22:42,771

[danee_conley]: M.

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

390

00:22:42,800 --> 00:22:43,420

[brian]: Bcause. Think it's so

391

00:22:43,311 --> 00:22:43,531

[danee_conley]: hm,

392

00:22:43,540 --> 00:22:47,840

[brian]: important that you are bringing into the conversation
and I think it's important that every one's hearing this is that

393

00:22:48,920 --> 00:22:54,480

[brian]: sure, and very few people go into acting because it isn't
what they love to do, So let's be aware of that right.

394

00:22:54,451 --> 00:22:54,831

[danee_conley]: Hm,

395

00:22:54,800 --> 00:22:59,700

[brian]: and so getting the job can feel like an accident. It
can feel like Luck can feel like so much up to chance and opportunity.

396

00:22:59,691 --> 00:23:01,891

[danee_conley]: Oh, impostors in drum is so real.

397

00:23:01,640 --> 00:23:07,280

[brian]: Right and Danny just underlining for all of us. Yes,
and you're entitled to these things because you're part of a

398

00:23:07,460 --> 00:23:08,040

[brian]: union because you're

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

399

00:23:07,971 --> 00:23:08,331

[danee_conley]: Hm,

400

00:23:08,100 --> 00:23:12,100

[brian]: contributing to someone else's boy Line, and we are workers here, and Tat's why the union exists. and like, we just have

401

00:23:12,120 --> 00:23:13,880

[brian]: to really remember. That's part of

402

00:23:13,991 --> 00:23:14,511

[danee_conley]: Absolutely,

403

00:23:14,380 --> 00:23:15,400

[brian]: what all is about. So you've been

404

00:23:15,551 --> 00:23:16,071

[danee_conley]: absolutely,

405

00:23:16,240 --> 00:23:19,940

[brian]: and you've been an equity for about seven months at this point right? Is that about where seven eight

406

00:23:19,951 --> 00:23:20,231

[danee_conley]: Hm.

407

00:23:19,960 --> 00:23:26,140

[brian]: months right? And so there was someone on this chair seat before. Or is this a new department? Can you help us all

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

408

00:23:26,180 --> 00:23:26,600

[brian]: get up today?

409

00:23:27,391 --> 00:23:29,171

[dane_conley]: Yeah, so this is not a new department.

410

00:23:29,260 --> 00:23:29,460

[brian]: Okay?

411

00:23:29,291 --> 00:23:36,191

[dane_conley]: There is someone who is in our seat in my seat
before Um. and they are now off in the

412

00:23:36,140 --> 00:23:36,320

[brian]: Yes,

413

00:23:36,251 --> 00:23:36,551

[dane_conley]: world

414

00:23:36,400 --> 00:23:36,920

[brian]: Yes, totally

415

00:23:36,651 --> 00:23:37,691

[dane_conley]: and have a consulting,

416

00:23:38,080 --> 00:23:38,360

[brian]: Robert.

417

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

00:23:38,151 --> 00:23:39,591

[dane_conley]: fantastic work, I hear,

418

00:23:39,580 --> 00:23:39,800

[brian]: Great.

419

00:23:40,191 --> 00:23:46,071

[dane_conley]: and I was grateful enough to be brought into this role, but

420

00:23:46,120 --> 00:23:46,280

[brian]: Yeah,

421

00:23:46,191 --> 00:23:48,191

[dane_conley]: this role has existed for quite some time

422

00:23:48,360 --> 00:23:48,600

[brian]: Got it.

423

00:23:49,391 --> 00:23:53,851

[dane_conley]: From my understanding, at least five years, five, maybe seven years.

424

00:23:53,940 --> 00:23:54,200

[brian]: Got it.

425

00:23:54,691 --> 00:23:56,731

[dane_conley]: M very grateful.

426

00:23:57,060 --> 00:23:57,240

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

[brian]: Yeah,

427

00:23:57,151 --> 00:23:57,951

[dane_conley]: They're excited

428

00:23:58,140 --> 00:23:58,540

[brian]: good.

429

00:23:58,271 --> 00:24:08,631

[dane_conley]: also, and I do want to point out there is what
I love about working for this union. Is you do have the contractual

430

00:24:08,771 --> 00:24:18,291

[dane_conley]: side as well as the social side. So the work that
I do is around, kind of that social chain, social advocacy, pushing

431

00:24:18,331 --> 00:24:25,231

[dane_conley]: the boundaries, Really encouraging and talking
about practical ways to change what the industry could look like,

432

00:24:25,751 --> 00:24:33,831

[dane_conley]: but then also recognize, But like people are protected
under our contract, and having a union contract or being under

433

00:24:33,931 --> 00:24:45,451

[dane_conley]: a contract allows people to maintain that level
of like. What is it? The Triangle of means right, being

434

00:24:45,340 --> 00:24:45,540

[brian]: Yes,

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

435

00:24:45,551 --> 00:24:45,711

[danee_conley]: able

436

00:24:45,660 --> 00:24:45,820

[brian]: yes,

437

00:24:45,831 --> 00:24:48,051

[danee_conley]: to have a roof over your head,

438

00:24:48,000 --> 00:24:48,340

[brian]: Yes,

439

00:24:48,231 --> 00:24:58,171

[danee_conley]: and like taking care of yourself and your family,
and whoever, Um, and I really, I love that kind of Protection

440

00:24:58,391 --> 00:25:07,031

[danee_conley]: aspects of it, and I also love that we're a union
that goes above and beyond the legal requirement, So the

441

00:25:06,980 --> 00:25:07,040

[brian]: No

442

00:25:07,091 --> 00:25:07,631

[danee_conley]: protections

443

00:25:07,100 --> 00:25:07,820

[brian]: one's making a minimum

444

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

00:25:07,731 --> 00:25:08,071

[danee_conley]: around

445

00:25:07,900 --> 00:25:09,820

[brian]: wage. We're not just making minimum wage in the bare

446

00:25:09,691 --> 00:25:09,811

[danee_conley]: no

447

00:25:09,860 --> 00:25:10,120

[brian]: minimum

448

00:25:10,091 --> 00:25:10,711

[danee_conley]: exactly

449

00:25:10,180 --> 00:25:10,960

[brian]: of health and shirts. right,

450

00:25:11,771 --> 00:25:19,271

[danee_conley]: exactly, and also that like, I am a full supporter
of a D A law. but our contracts go a bit further than that right,

451

00:25:19,791 --> 00:25:29,471

[danee_conley]: and I think it's important to recognize that there
is kind of the legal obligation Track which I am so grateful

452

00:25:29,591 --> 00:25:36,511

[danee_conley]: for at the end of the day, because it's one thing
to say Okay, let's encourage change

453

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

00:25:36,760 --> 00:25:36,920

[brian]: Yeah,

454

00:25:36,871 --> 00:25:43,911

[danee_conley]: and then it's another thing to say we are actively
engaging in change on the ground in those cedars, which I

455

00:25:43,940 --> 00:25:43,960

[brian]: A.

456

00:25:44,011 --> 00:25:44,231

[danee_conley]: really

457

00:25:44,100 --> 00:25:44,120

[brian]: A.

458

00:25:44,471 --> 00:25:45,111

[danee_conley]: am grateful for.

459

00:25:45,100 --> 00:25:50,660

[brian]: that is really cool. So what I'm hearin you say is like
we're codifying into our union into our laws into the. If you

460

00:25:50,740 --> 00:25:51,220

[brian]: want to work

461

00:25:51,171 --> 00:25:51,531

[danee_conley]: Hm.

462

00:25:51,240 --> 00:25:55,020

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

[brian]: with these people, this is the kind of protection are
kind of provision you're going to make for them. And so there's

463

00:25:55,060 --> 00:25:58,840

[brian]: certain places where it's like this is easy. This is
black and white. And then there's other places where T's like

464

00:25:59,620 --> 00:26:02,300

[brian]: we need to talk about the encouraging space. Yea, So
that's so you are right

465

00:26:02,311 --> 00:26:02,511

[danee_conley]: Yeah,

466

00:26:02,360 --> 00:26:07,440

[brian]: now about to drop. Like Bianca. Your report,

467

00:26:07,751 --> 00:26:08,071

[danee_conley]: Oh

468

00:26:08,820 --> 00:26:11,060

[brian]: your report. Twenty twenty one. Is that right?

469

00:26:12,071 --> 00:26:23,971

[danee_conley]: Yes, I do wish. though that dropping a diversity
report was the same as fiance. Thank you for that. By the way.

470

00:26:24,520 --> 00:26:24,620

[brian]: What

471

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

00:26:24,551 --> 00:26:25,411

[dane_conley]: I appreciate

472

00:26:24,700 --> 00:26:24,880

[brian]: is it?

473

00:26:25,571 --> 00:26:25,831

[dane_conley]: that.

474

00:26:25,580 --> 00:26:28,120

[brian]: So when you drop your report, let's just go for a second.
when

475

00:26:28,091 --> 00:26:28,331

[dane_conley]: Yes,

476

00:26:28,160 --> 00:26:33,900

[brian]: you drop your report. Um, where does it go? Who sees
it? What happens next? Like what is it supposed to? and I want

477

00:26:33,940 --> 00:26:38,980

[brian]: to make sure that you you you acknowledge. Tis even before
we came on today. Like my reports from twenty twenty one you

478

00:26:39,100 --> 00:26:44,800

[brian]: are aware of. Since then here's what's happened, But
is it kind of like the way that they do? Um, you know, he'll

479

00:26:44,820 --> 00:26:48,500

[brian]: do account of unhoused people in Los Angeles in a very
moment in time.

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

480

00:26:48,471 --> 00:26:48,731

[danee_conley]: Hm,

481

00:26:49,000 --> 00:26:53,340

[brian]: This is how many unhoused people that were in the city of Los Ange, Hey go that you know. they just Burst out over the

482

00:26:53,380 --> 00:26:57,300

[brian]: city and they make all the count. I can give a coupe with a number. Is that what a report is meant to be like? Here's

483

00:26:57,340 --> 00:27:02,220

[brian]: the state of the Union in twenty twenty one. It doesn't mean that's where we are right now, but we want to look at here

484

00:27:02,320 --> 00:27:02,940

[brian]: the places we can.

485

00:27:03,351 --> 00:27:03,371

[danee_conley]: M.

486

00:27:03,440 --> 00:27:06,220

[brian]: We want to make adjustments or changes. That What that's meant to inspire?

487

00:27:07,091 --> 00:27:15,871

[danee_conley]: Yea that. and it goes a little bit further. So what we did a little differently this year as opposed to past

488

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

00:27:15,951 --> 00:27:24,551

[dane_conley]: reports, is we looked at intersectional identities a lot. So looking at how, because nobody has ever one identity

489

00:27:25,231 --> 00:27:35,551

[dane_conley]: right, and so people showing up in a space are a conglomeration of all their being. This and that should be

490

00:27:35,651 --> 00:27:36,291

[dane_conley]: recognized

491

00:27:36,260 --> 00:27:36,520

[brian]: Yes,

492

00:27:36,371 --> 00:27:45,471

[dane_conley]: when we King about these numbers. So we look at, for example, how folks at the intersection of both race and gender

493

00:27:45,971 --> 00:27:56,491

[dane_conley]: are experiencing hiring practices. Um. but also it does provide like those numbers of here are all the contracts

494

00:27:56,551 --> 00:28:03,271

[dane_conley]: that went to, For example bipokfolk here, all the contracts that went to folks to our I, g, B, Q, Plus, And

495

00:28:03,351 --> 00:28:13,031

[dane_conley]: I please know that I did not intend Nelly. leave out the tea. We are having conversations around Um, folks who

496

00:28:13,091 --> 00:28:16,311

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

[daneer_conley]: are trans gender, being included in the gender category

497

00:28:16,680 --> 00:28:16,800

[brian]: Got

498

00:28:16,831 --> 00:28:16,911

[daneer_conley]: as

499

00:28:16,860 --> 00:28:16,900

[brian]: it.

500

00:28:16,971 --> 00:28:22,651

[daneer_conley]: opposed to the sexual orientation category, And the report talks about that a little bit more, and why we made

501

00:28:22,691 --> 00:28:30,931

[daneer_conley]: that choice, M. But it's really to look at those numbers from twenty twenty one, the twenty twenty one, the season,

502

00:28:31,751 --> 00:28:38,651

[daneer_conley]: and question a little bit why those. why there's Sperities in those numbers,

503

00:28:38,980 --> 00:28:39,200

[brian]: Got it

504

00:28:39,191 --> 00:28:46,991

[daneer_conley]: so we can't, of course say you know this is because of X. I. It doesn't work that way

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

505

00:28:46,980 --> 00:28:47,040

[brian]: Ye

506

00:28:47,071 --> 00:28:47,311

[danee_conley]: because

507

00:28:47,300 --> 00:28:47,500

[brian]: right

508

00:28:47,351 --> 00:28:55,551

[danee_conley]: we can't, we. We're not in the seats in the audital
room being like we're not going to take this person because of

509

00:28:55,651 --> 00:28:56,251

[danee_conley]: this reason,

510

00:28:56,460 --> 00:28:56,680

[brian]: Right.

511

00:28:56,691 --> 00:29:01,391

[danee_conley]: right, but we can recognize that there are disparities
in the numbers

512

00:29:01,380 --> 00:29:01,900

[brian]: Well, you can look at

513

00:29:02,051 --> 00:29:02,211

[danee_conley]: and

514

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

00:29:02,140 --> 00:29:04,540

[brian]: because you're saying I sorryitrup like you like I can
look

515

00:29:04,591 --> 00:29:04,671

[danee_conley]: Oh,

516

00:29:04,600 --> 00:29:04,640

[brian]: at.

517

00:29:04,751 --> 00:29:05,091

[danee_conley]: please do.

518

00:29:05,060 --> 00:29:07,360

[brian]: quantitatively. I can look. This is a trend.

519

00:29:08,611 --> 00:29:08,931

[danee_conley]: Hm,

520

00:29:08,760 --> 00:29:13,640

[brian]: I can make some assumptions based on this trend, or I
can just look at Th trend and say this is the trend, So we have

521

00:29:13,660 --> 00:29:18,660

[brian]: to fix that. We have to do something about this trend.
So I'm hearing you say is we're attempting to be as qualitative

522

00:29:18,700 --> 00:29:21,080

[brian]: as we can be, and where we can't.

523

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

00:29:21,191 --> 00:29:21,531

[dane_conley]: Hm,

524

00:29:21,500 --> 00:29:25,980

[brian]: we are. I guess hopeful or clear that our quantity, our numbers will show.

525

00:29:26,251 --> 00:29:27,231

[dane_conley]: M, Hm,

526

00:29:27,000 --> 00:29:31,520

[brian]: Maybe some of this when you're doing a report like this, Are you needing to come to the table with a thesis for Lution,

527

00:29:31,720 --> 00:29:36,040

[brian]: or you're just sitting at the table Like here's what we see period. I'm not going to tell you your solution yet. Let's

528

00:29:36,080 --> 00:29:38,960

[brian]: talk about this later. Like. is it that kind of vibe

529

00:29:38,851 --> 00:29:43,511

[dane_conley]: No, I, I love that question because it is something that I find

530

00:29:46,671 --> 00:29:53,451

[dane_conley]: This trend that's happening in D. I that I'm really loving. Is it's not just about like bias mitigation. it's not

531

00:29:53,511 --> 00:29:58,651

[dane_conley]: about like Okay. Now you recognize your bias And

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

and then what? what do we do with Thatright

532

00:29:57,860 --> 00:30:00,900

[brian]: Next time? I won't talk because I'm afraid to, because
I got it wrong last time and that's what I

533

00:30:00,911 --> 00:30:01,571

[dane_conley]: Exactly

534

00:30:00,920 --> 00:30:01,860

[brian]: think. a lot of people. Yeah,

535

00:30:01,831 --> 00:30:02,291

[dane_conley]: exactly

536

00:30:01,980 --> 00:30:02,140

[brian]: right,

537

00:30:03,451 --> 00:30:11,631

[dane_conley]: And and like, whether be clear. Everyone gets
it wrong, sometimes, everyone. I get it wrong sometimes and I

538

00:30:11,711 --> 00:30:12,451

[dane_conley]: was hired to do

539

00:30:12,400 --> 00:30:12,480

[brian]: And

540

00:30:12,511 --> 00:30:12,651

[dane_conley]: this

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

541

00:30:12,540 --> 00:30:12,800

[brian]: it's your

542

00:30:12,731 --> 00:30:12,931

[danee_conley]: work.

543

00:30:12,900 --> 00:30:13,940

[brian]: job, Danny.

544

00:30:14,271 --> 00:30:23,571

[danee_conley]: It's my literal job, my literal job. So having
grace for one another is so important in this. Um, but this report

545

00:30:23,651 --> 00:30:32,731

[danee_conley]: specifically looks at the numbers themselves, and
and essentially saying, Look, we are seeing Positive change over

546

00:30:32,811 --> 00:30:33,071

[danee_conley]: time

547

00:30:33,760 --> 00:30:34,240

[brian]: What are we getting

548

00:30:34,151 --> 00:30:34,331

[danee_conley]: from

549

00:30:34,280 --> 00:30:34,620

[brian]: a pre view

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

550

00:30:34,531 --> 00:30:34,631

[danee_conley]: the

551

00:30:34,680 --> 00:30:34,960

[brian]: right now,

552

00:30:34,851 --> 00:30:35,111

[danee_conley]: twenty,

553

00:30:35,040 --> 00:30:36,520

[brian]: Danny? are we getting a review right now?

554

00:30:37,231 --> 00:30:39,311

[danee_conley]: A little bit a little bit. And that's okay,

555

00:30:39,440 --> 00:30:39,660

[brian]: Okay?

556

00:30:39,791 --> 00:30:41,591

[danee_conley]: because it will come

557

00:30:41,540 --> 00:30:41,660

[brian]: this

558

00:30:41,711 --> 00:30:41,831

[danee_conley]: out.

559

00:30:41,720 --> 00:30:43,260

[brian]: is airing after it comes out. Yes,

**Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report
with Danee Conley - Transcript**

560

00:30:43,111 --> 00:30:47,851

[dane_conley]: Yes, it's going to be great. I'm not releasing
any like

561

00:30:47,940 --> 00:30:48,700

[brian]: No, she's not releasing

562

00:30:48,431 --> 00:30:48,731

[dane_conley]: Equity

563

00:30:48,760 --> 00:30:49,060

[brian]: anything

564

00:30:48,871 --> 00:30:49,251

[dane_conley]: Secret.

565

00:30:49,080 --> 00:30:53,700

[brian]: that you all wouldn't be able to look up at the moment.
this drops. but I'm getting it here free on my own by myself.

566

00:30:54,351 --> 00:30:55,331

[dane_conley]: There you go, there

567

00:30:55,200 --> 00:30:55,420

[brian]: I won't

568

00:30:55,371 --> 00:30:55,431

[dane_conley]: you

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

569

00:30:55,460 --> 00:30:55,580

[brian]: tell

570

00:30:55,511 --> 00:30:55,591

[danee_conley]: go

571

00:30:55,620 --> 00:30:55,840

[brian]: anyone

572

00:30:56,031 --> 00:31:06,091

[danee_conley]: sneak. So yeah, we're seeing some positive change right for like increased percentage of contracts going to by

573

00:31:06,211 --> 00:31:17,531

[danee_conley]: pack members. For example, However, we are still seeing that pretty startling difference between groups still

574

00:31:18,491 --> 00:31:23,711

[danee_conley]: from year to year. That doesn't mean that progress isn't happening. We're very excited about the progress that's

575

00:31:23,731 --> 00:31:30,331

[danee_conley]: happening, and we also recognize that progress is slow. It takes time. a culture shift doesn't happen overnight.

576

00:31:32,011 --> 00:31:38,751

[danee_conley]: The report really does still draw attention to the fact that there is very clear hiring biases in our industry

577

00:31:39,431 --> 00:31:46,551

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

[dane_conley]: and also pay discrepancies. So there is that part of it and then the report that will be coming up after that.

578

00:31:46,651 --> 00:31:53,731

[dane_conley]: This is kind of the. If you think of like a bias mitigation course as Two part process right, identify your your

579

00:31:53,771 --> 00:31:58,471

[dane_conley]: biases and actor items for how to address them and moving forward,

580

00:31:58,440 --> 00:31:59,080

[brian]: Your performance

581

00:31:58,951 --> 00:31:59,111

[dane_conley]: this

582

00:31:59,160 --> 00:31:59,340

[brian]: plan.

583

00:31:59,191 --> 00:31:59,311

[dane_conley]: is

584

00:31:59,400 --> 00:31:59,540

[brian]: If you

585

00:31:59,491 --> 00:31:59,531

[dane_conley]: a

586

00:31:59,580 --> 00:32:01,220

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

[brian]: are getting fired, this would be your performance

587

00:32:01,291 --> 00:32:01,491

[danee_conley]: yes.

588

00:32:01,300 --> 00:32:02,320

[brian]: plan. Essentially

589

00:32:02,731 --> 00:32:02,931

[danee_conley]: yes,

590

00:32:03,340 --> 00:32:03,520

[brian]: right.

591

00:32:03,871 --> 00:32:12,011

[danee_conley]: Yes, Exactly so this is like a this report is.

Let's look at the numbers and then the next report will be a

592

00:32:12,351 --> 00:32:19,191

[danee_conley]: like. Best Practice is here. Now that you sat
with that information and that data, let's really dive into how

593

00:32:19,271 --> 00:32:21,271

[danee_conley]: we can make the industry a better place for everybody.

594

00:32:21,860 --> 00:32:24,180

[brian]: So Dan on, ask you a question, because when people are
listening

595

00:32:24,111 --> 00:32:24,431

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

[daneer_conley]: Hm.

596

00:32:24,200 --> 00:32:26,440

[brian]: to this, anyone can look at this report. Is that correct?

597

00:32:26,951 --> 00:32:27,431

[daneer_conley]: Absolutely

598

00:32:27,460 --> 00:32:27,600

[brian]: Where

599

00:32:27,631 --> 00:32:27,771

[daneer_conley]: yes,

600

00:32:27,660 --> 00:32:27,900

[brian]: can they?

601

00:32:27,831 --> 00:32:28,811

[daneer_conley]: it's on our public age.

602

00:32:28,780 --> 00:32:32,600

[brian]: It's on your public page, So if they went to Actors Equity, they'd find a place to navigate to it. And do you think

603

00:32:32,551 --> 00:32:32,751

[daneer_conley]: Yes,

604

00:32:32,640 --> 00:32:38,060

[brian]: it's worth people reading it? And if you were going, O, give them like a primer on getting started to read it. What

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

605

00:32:38,100 --> 00:32:42,180

[brian]: would you want them to hear from you? Like her? The things to look for her, the eyeballs to have on when you're reading

606

00:32:42,240 --> 00:32:45,000

[brian]: it or how, your deciding to digest this,

607

00:32:46,291 --> 00:32:58,471

[danee_conley]: Yeah, so first is some. I guess expectation setting right, So twenty twenty one mid pandemic, not that we are not

608

00:32:58,611 --> 00:33:07,511

[danee_conley]: in the pandemic, still, but a huge year in the pandemic, in which, compared to the report that you can see on

609

00:33:07,571 --> 00:33:13,811

[danee_conley]: our public page for the twenty sixteen to twenty nineteen comparison, I think there were like eighty three thousand

610

00:33:14,011 --> 00:33:15,411

[danee_conley]: less contract in

611

00:33:15,380 --> 00:33:15,620

[brian]: Okay,

612

00:33:15,511 --> 00:33:18,351

[danee_conley]: twenty twenty, And that is a staggering number.

613

00:33:18,600 --> 00:33:18,800

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

[brian]: Right,

614

00:33:19,331 --> 00:33:26,691

[dane_conley]: so just recognizing that the information that's
in the report is a little over, I think six thousand contracts.

615

00:33:26,960 --> 00:33:27,180

[brian]: Okay,

616

00:33:27,371 --> 00:33:28,411

[dane_conley]: So it really

617

00:33:28,120 --> 00:33:28,780

[brian]: Oh, yeah,

618

00:33:28,631 --> 00:33:28,811

[dane_conley]: is

619

00:33:29,040 --> 00:33:29,220

[brian]: wow,

620

00:33:29,371 --> 00:33:33,151

[dane_conley]: hard to make those kind of numerical comparison

621

00:33:33,820 --> 00:33:34,180

[brian]: Hm,

622

00:33:34,151 --> 00:33:42,451

[dane_conley]: and we can still see those differences between
the number, but a more typical year, Um that like twenty nineteen,

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

623

00:33:42,531 --> 00:33:46,871

[danee_conley]: or even twenty tween two, which I can't really
talk about yet because we know Have the number as yet,

624

00:33:47,060 --> 00:33:47,220

[brian]: Right.

625

00:33:49,231 --> 00:33:54,251

[danee_conley]: but that to set your expectations to recognize
that there's just a lack of information because there really

626

00:33:54,311 --> 00:33:55,631

[danee_conley]: was a lack of jobs in

627

00:33:55,640 --> 00:33:55,740

[brian]: How,

628

00:33:55,691 --> 00:34:00,211

[danee_conley]: twenty twenty one, And that also draws back to
that like fear question that we're

629

00:34:00,180 --> 00:34:00,580

[brian]: Hm,

630

00:34:00,231 --> 00:34:08,251

[danee_conley]: talking about. The fear of change is with that
drastic of a drop in contract, there's a real fear about

631

00:34:08,140 --> 00:34:08,320

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

[brian]: Right.

632

00:34:08,351 --> 00:34:09,211

[danee_conley]: hiring and being

633

00:34:09,100 --> 00:34:09,380

[brian]: Sure,

634

00:34:09,291 --> 00:34:10,131

[danee_conley]: hired, and

635

00:34:10,160 --> 00:34:10,820

[brian]: right. I wanted to

636

00:34:10,811 --> 00:34:10,931

[danee_conley]: so

637

00:34:10,860 --> 00:34:12,980

[brian]: make safer choices. And what does the safe choice

638

00:34:12,931 --> 00:34:13,071

[danee_conley]: yea

639

00:34:13,040 --> 00:34:14,660

[brian]: even mean? What does that even mean

640

00:34:14,691 --> 00:34:15,251

[danee_conley]: exactly

641

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

00:34:14,920 --> 00:34:16,020

[brian]: it? Yeah, right,

642

00:34:16,091 --> 00:34:28,491

[danee_conley]: Yeah, and also that that the experience of not getting contract is in because of lack of talent, right that,

643

00:34:29,111 --> 00:34:37,571

[danee_conley]: it's really about the fact that there were just significantly less job, So going into the space with that, I

644

00:34:37,631 --> 00:34:47,171

[danee_conley]: think some key take ways. Are that changes happening? The numbers aren't what we want to see. To be fair, They weren't

645

00:34:47,231 --> 00:34:53,631

[danee_conley]: going to be. I mean, from one year to the next, you're not able to really see that huge shift. But if you look

646

00:34:53,691 --> 00:35:01,631

[danee_conley]: back at like twenty thirteen, twenty fourteen, twenty fifteen, there's like real change happening which I'm

647

00:35:01,711 --> 00:35:02,671

[danee_conley]: very excited about

648

00:35:03,700 --> 00:35:04,280

[brian]: Does your report?

649

00:35:04,091 --> 00:35:04,531

[danee_conley]: another key

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

650

00:35:04,520 --> 00:35:04,600

[brian]: I'm

651

00:35:04,631 --> 00:35:04,791

[dane_conley]: take.

652

00:35:04,640 --> 00:35:05,180

[brian]: sorry to teruptoyoubut,

653

00:35:05,091 --> 00:35:05,251

[dane_conley]: Yeah,

654

00:35:05,200 --> 00:35:05,240

[brian]: as

655

00:35:05,291 --> 00:35:05,451

[dane_conley]: yeah,

656

00:35:05,300 --> 00:35:11,380

[brian]: your report, take some of that history into account when
you're in your reporting are usual, great and cool. I'm like

657

00:35:11,440 --> 00:35:11,700

[brian]: excited

658

00:35:11,731 --> 00:35:11,911

[dane_conley]: Yes,

659

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

00:35:11,740 --> 00:35:12,180

[brian]: to read. I. That's why

660

00:35:12,211 --> 00:35:12,331

[danee_conley]: so

661

00:35:12,220 --> 00:35:14,200

[brian]: I'm asking ye.

662

00:35:13,671 --> 00:35:22,691

[danee_conley]: yeah, please, and M. yeah, so it looks at kind of comparisons between twenty, twenty, one, twenty, twenty, which

663

00:35:22,711 --> 00:35:28,491

[danee_conley]: is when the last report came out, or the last season the report was about, and then the twenty sixteen to twenty

664

00:35:28,551 --> 00:35:33,251

[danee_conley]: nineteen report, So you're able to see that change across time, which is I think so valuable.

665

00:35:33,540 --> 00:35:38,680

[brian]: Yeah, yeah, so wait. you dropped a little number there and I want to jog back to it. How many in a typical? Let's

666

00:35:38,651 --> 00:35:39,031

[danee_conley]: Hm,

667

00:35:38,760 --> 00:35:44,260

[brian]: pretend whatever a typical year means. how many contracts des equity see in the country These are. And this is the entire

**Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report
with Danee Conley - Transcript**

668

00:35:44,380 --> 00:35:46,200

[brian]: Us. that you're covering. when you're talking about these contracts.

669

00:35:45,951 --> 00:35:46,151

[dane_conley]: Yes,

670

00:35:46,240 --> 00:35:46,380

[brian]: Right,

671

00:35:46,511 --> 00:35:46,731

[dane_conley]: Yes,

672

00:35:46,640 --> 00:35:47,820

[brian]: How many contracts is a typical

673

00:35:47,631 --> 00:35:47,771

[dane_conley]: so

674

00:35:47,900 --> 00:35:48,040

[brian]: year?

675

00:35:49,671 --> 00:35:53,751

[dane_conley]: that is, Yeah. So if you look at the twenty sixteen to twenty nineteen report,

676

00:35:53,860 --> 00:35:54,020

[brian]: Yeah,

**Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report
with Danee Conley - Transcript**

677

00:35:54,191 --> 00:35:59,291

[dane_conley]: I believe the average for those few years was
ninety three thousand

678

00:35:59,460 --> 00:35:59,940

[brian]: Okay, and

679

00:35:59,951 --> 00:36:00,531

[dane_conley]: contracts.

680

00:35:59,960 --> 00:36:04,140

[brian]: does that mean if I'm the same person, I could have gotten
two contracts. That's just how many times jobs were offered

681

00:36:04,311 --> 00:36:04,511

[dane_conley]: Yes,

682

00:36:04,940 --> 00:36:05,080

[brian]: right.

683

00:36:05,311 --> 00:36:06,731

[dane_conley]: it's job opportunities is

684

00:36:06,760 --> 00:36:06,920

[brian]: Great.

685

00:36:06,811 --> 00:36:10,371

[dane_conley]: opposed to individual people getting jobs.

686

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

00:36:10,600 --> 00:36:14,900

[brian]: And what's the lowest denomination of those contracts?

Like

687

00:36:14,851 --> 00:36:15,171

[danee_conley]: Can you

688

00:36:15,040 --> 00:36:15,980

[brian]: like, like a regional

689

00:36:15,831 --> 00:36:16,251

[danee_conley]: re phrase

690

00:36:16,080 --> 00:36:16,440

[brian]: theater

691

00:36:16,271 --> 00:36:16,671

[danee_conley]: the question?

692

00:36:16,700 --> 00:36:19,700

[brian]: or like? Is it like like? Is it? Is it an offradlike?

What? like?

693

00:36:19,811 --> 00:36:20,451

[danee_conley]: Oh, I see,

694

00:36:20,700 --> 00:36:20,720

[brian]: I

695

00:36:20,751 --> 00:36:20,791

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

[daneer_conley]: I

696

00:36:20,760 --> 00:36:20,940

[brian]: don't now

697

00:36:20,891 --> 00:36:21,031

[daneer_conley]: see.

698

00:36:21,140 --> 00:36:21,720

[brian]: don't have to say that

699

00:36:21,791 --> 00:36:21,911

[daneer_conley]: it's

700

00:36:22,100 --> 00:36:22,380

[brian]: a betta

701

00:36:23,211 --> 00:36:31,131

[daneer_conley]: yeah. No, it's across across the board, so it's everything from a Broadway contract down to even like a one night

702

00:36:31,191 --> 00:36:31,771

[daneer_conley]: cabaret

703

00:36:32,080 --> 00:36:32,220

[brian]: Got

704

00:36:32,251 --> 00:36:33,591

[daneer_conley]: that's under an equity contract.

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

705

00:36:33,500 --> 00:36:36,000

[brian]: got a great got got. So I think that elpfulithink. that

706

00:36:36,011 --> 00:36:36,331

[danee_conley]: Hm,

707

00:36:36,100 --> 00:36:42,500

[brian]: also is information that's helpful as we're looking at
it. So what is your? You have a hopeful response from this report

708

00:36:42,560 --> 00:36:46,720

[brian]: Like, Do you have a hopeful like, Are you gonna get a
bunch of emailstatlike? what's going to happen on the day your

709

00:36:46,800 --> 00:36:47,300

[brian]: album drops?

710

00:36:48,991 --> 00:36:55,031

[danee_conley]: Um, I really appreciate this continual continual
likeness to be on face.

711

00:36:55,040 --> 00:36:55,260

[brian]: Yes,

712

00:36:55,891 --> 00:36:58,151

[danee_conley]: I'm going to take it. I'm goin to ride with it
very excited

713

00:36:57,920 --> 00:36:58,120

[brian]: great,

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

714

00:36:58,191 --> 00:37:00,471

[danee_conley]: about it. M. yeah,

715

00:37:00,700 --> 00:37:00,760

[brian]: So

716

00:37:00,751 --> 00:37:00,891

[danee_conley]: so

717

00:37:00,820 --> 00:37:02,040

[brian]: people re gonna listen and be mystified

718

00:37:01,751 --> 00:37:02,211

[danee_conley]: luckily,

719

00:37:02,060 --> 00:37:03,660

[brian]: and in love with your album at the same time.

720

00:37:04,511 --> 00:37:06,211

[danee_conley]: Oh, I hope not

721

00:37:06,200 --> 00:37:07,080

[brian]: Uh, uh,

722

00:37:07,111 --> 00:37:08,751

[danee_conley]: in love yet. mystified. No,

723

00:37:09,060 --> 00:37:09,580

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

[brian]: I was like. Where

724

00:37:09,611 --> 00:37:09,831

[danee_conley]: what?

725

00:37:09,620 --> 00:37:11,640

[brian]: does one track end? Where does one track start? I don't care.

726

00:37:11,571 --> 00:37:11,691

[danee_conley]: No,

727

00:37:11,680 --> 00:37:12,060

[brian]: I love it

728

00:37:12,071 --> 00:37:12,171

[danee_conley]: No,

729

00:37:12,100 --> 00:37:12,200

[brian]: all.

730

00:37:13,531 --> 00:37:17,551

[danee_conley]: the I is not a place for mystery May be clear.

731

00:37:17,380 --> 00:37:18,020

[brian]: Got it. Got it,

732

00:37:18,951 --> 00:37:25,991

[danee_conley]: So essentially the what I'm really excited about as part of this report is, there is a section on looking ahead

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

733

00:37:26,631 --> 00:37:34,231

[danee_conley]: so readers will not only get the information from twenty twenty one, but they'll be clue into what's coming next?

734

00:37:35,171 --> 00:37:42,931

[danee_conley]: How what the what our key take aways from this, and how we could move forward, and also a contact information

735

00:37:43,251 --> 00:37:44,271

[danee_conley]: in case you want to reach out.

736

00:37:44,720 --> 00:37:44,860

[brian]: Got

737

00:37:44,911 --> 00:37:45,091

[danee_conley]: Uh,

738

00:37:44,980 --> 00:37:45,040

[brian]: it?

739

00:37:45,471 --> 00:37:57,511

[danee_conley]: so yeah, it's really I am about transparency. Am about making sure that if you, I don't want anyone to look

740

00:37:57,711 --> 00:38:05,711

[danee_conley]: at equity is the department and saying that wasn't made for me because it was it Made for everyone, and that's the

741

00:38:06,211 --> 00:38:07,911

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

[dane_conley]: The vibes again. But I'm

742

00:38:07,920 --> 00:38:08,020

[brian]: It's

743

00:38:07,991 --> 00:38:08,351

[dane_conley]: trying

744

00:38:08,060 --> 00:38:08,380

[brian]: my fault,

745

00:38:08,431 --> 00:38:16,691

[dane_conley]: to also encourage at equity is whoever wants to work on an equity contract should be able to look at equity and

746

00:38:16,791 --> 00:38:21,171

[dane_conley]: say Okay, The things they are doing are built with me in my.

747

00:38:22,700 --> 00:38:22,880

[brian]: God,

748

00:38:22,731 --> 00:38:23,031

[dane_conley]: and that's

749

00:38:22,940 --> 00:38:22,960

[brian]: a

750

00:38:23,071 --> 00:38:23,471

[dane_conley]: really the.

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

751

00:38:24,160 --> 00:38:24,500

[brian]: beautiful,

752

00:38:24,411 --> 00:38:25,591

[danee_conley]: I think a big take away for

753

00:38:25,640 --> 00:38:26,000

[brian]: beautiful,

754

00:38:25,651 --> 00:38:25,711

[danee_conley]: me.

755

00:38:26,680 --> 00:38:31,740

[brian]: and when just so that, I'm extra clear, So we dropped the album and we have a little bit of a tray.

756

00:38:31,731 --> 00:38:32,131

[danee_conley]: Hm,

757

00:38:31,960 --> 00:38:35,820

[brian]: We have a little bit of a tray or two. When you're going to drop the performance plan later, that's goin to come later

758

00:38:35,880 --> 00:38:36,180

[brian]: this year.

759

00:38:36,211 --> 00:38:36,411

[danee_conley]: Yes,

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

760

00:38:36,220 --> 00:38:37,700

[brian]: Is that what I's goin look like? Got it great?

761

00:38:38,171 --> 00:38:38,331

[danee_conley]: yes,

762

00:38:38,300 --> 00:38:43,100

[brian]: Yeah, and are you in a given year? So now you're in twenty twenty three. Are you looking?

763

00:38:43,131 --> 00:38:43,431

[danee_conley]: Hm,

764

00:38:43,260 --> 00:38:47,720

[brian]: Is there something you're doing to track what's happening in the given moment? or is it more like you have to do this work

765

00:38:48,660 --> 00:38:54,560

[brian]: in a historical lens? Does that make sense when I say that because day to day Maybe seeing things that are not trending

766

00:38:54,600 --> 00:38:59,380

[brian]: or you're not finding a trend? Is it something you always have to look back at? Can you let me in a little bit there on

767

00:38:59,420 --> 00:38:59,920

[brian]: how that works?

768

00:39:00,531 --> 00:39:09,211

[danee_conley]: Yeah, yeah, I have to look at both the day to

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

day and the big picture. I think that this kind of work can be

769

00:39:09,311 --> 00:39:20,511

[danee_conley]: really scary and really messy, And there are going to be some days that are better than others right. So there are

770

00:39:20,571 --> 00:39:30,711

[danee_conley]: days where I absolutely leave work and I'm like that was heavy, right and there are some days I'm like, You know

771

00:39:30,731 --> 00:39:38,371

[danee_conley]: what I'm going to focus on today, making sure that our members know who to reach out to for mental health care

772

00:39:39,340 --> 00:39:39,620

[brian]: Got it?

773

00:39:39,671 --> 00:39:43,211

[danee_conley]: right, and that really fills me, Both fill me in a very different way.

774

00:39:43,660 --> 00:39:43,920

[brian]: Sure,

775

00:39:43,971 --> 00:39:52,691

[danee_conley]: Um, so absolutely, there are days where there's just so many things that pop up that I always joke that there

776

00:39:52,731 --> 00:39:59,191

[danee_conley]: are some mornings where I get like a message through my email. That's like you have seven hours of meetings today.

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

777

00:40:00,371 --> 00:40:03,311

[dane_conley]: Some of those beemails and I'm like, maybe

778

00:40:03,080 --> 00:40:05,000

[brian]: Is that a real thing that your email does to you?

779

00:40:04,971 --> 00:40:06,631

[dane_conley]: it's incredible. It's

780

00:40:06,500 --> 00:40:06,800

[brian]: I need

781

00:40:06,731 --> 00:40:07,251

[dane_conley]: incredible.

782

00:40:06,840 --> 00:40:07,000

[brian]: that

783

00:40:07,351 --> 00:40:11,671

[dane_conley]: I love. I have. I can tell these emails, but I'm
like a thought

784

00:40:11,700 --> 00:40:12,080

[brian]: Good talk.

785

00:40:13,491 --> 00:40:21,831

[dane_conley]: and there are some days where ahead of time I
will schedule. I put in my calendar focus time, because I need

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

786

00:40:21,911 --> 00:40:29,411

[dane_conley]: to have those moments where I look at the bigger picture and say Okay Yesterday felt heavy, but it's all part

787

00:40:29,491 --> 00:40:40,491

[dane_conley]: of this Plan towards making sure that people can show up at their jobs and show up at audition and say I can live

788

00:40:40,551 --> 00:40:46,611

[dane_conley]: my best life, right, I can thrive and that we're part of it.

789

00:40:46,600 --> 00:40:46,820

[brian]: Yeah,

790

00:40:47,031 --> 00:40:53,351

[dane_conley]: So it is like, As long as I maintain that part of it, things don't feel is as intent.

791

00:40:54,080 --> 00:40:57,040

[brian]: That's beautiful. The one to trace back to something you said. I'm not going to get it right and you don't have to

792

00:40:57,060 --> 00:41:02,420

[brian]: repeat yourself, But you said I wanted to be that everyone feels like there's a place for them here that they can reach

793

00:41:02,480 --> 00:41:02,700

[brian]: out to

794

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

00:41:02,651 --> 00:41:02,931

[danee_conley]: Hm,

795

00:41:02,760 --> 00:41:07,340

[brian]: me that there, and this is a place where that they also
want to just like what I took from that even was and you might

796

00:41:07,360 --> 00:41:13,000

[brian]: not have even said it this way is like. this is a place
where you can work like this is this. Equity is for you like

797

00:41:13,080 --> 00:41:14,980

[brian]: equity is for you. it's created for you. This is

798

00:41:14,991 --> 00:41:15,151

[danee_conley]: Yeah,

799

00:41:15,040 --> 00:41:21,940

[brian]: a place where you can work. so whatever, and I know that
that takes courage in our darkest moments when we're challenged

800

00:41:21,980 --> 00:41:25,880

[brian]: by something. so one. Just actually, it's so easy to
just believe There's a place where if you have an addition for

801

00:41:25,920 --> 00:41:29,340

[brian]: a long time, we know that there are logs all that When
you're also dealing

802

00:41:29,171 --> 00:41:29,591

[danee_conley]: Absolutely

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

803

00:41:29,380 --> 00:41:34,800

[brian]: with this other layer of this that it can feel um, extra tough. And so I just appreciate that we have a champion

804

00:41:34,871 --> 00:41:35,051

[danee_conley]: Yeah.

805

00:41:35,240 --> 00:41:39,200

[brian]: like you hear, Danny, for people to reach out to when they have this moment like that, And so your team

806

00:41:39,511 --> 00:41:39,931

[danee_conley]: Thank you.

807

00:41:40,120 --> 00:41:45,280

[brian]: for sure, and is your team all over the country as well, And they're dealing with the same kinds of request, Or you're

808

00:41:45,320 --> 00:41:46,620

[brian]: figuring this person is really good at this

809

00:41:46,631 --> 00:41:46,831

[danee_conley]: Yeah.

810

00:41:46,680 --> 00:41:48,340

[brian]: thing or how does that? How does that work? A little bit?

811

00:41:49,711 --> 00:41:59,411

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

[daneer_conley]: So I am, actually the way that the department structure works is the D and I department is under. How do? It's

812

00:41:59,491 --> 00:42:02,591

[daneer_conley]: so weird that like you know, departmental think

813

00:42:02,620 --> 00:42:02,780

[brian]: Sure,

814

00:42:03,111 --> 00:42:08,031

[daneer_conley]: were also under discrimination and harassment prevention.

815

00:42:08,320 --> 00:42:08,540

[brian]: Okay,

816

00:42:08,911 --> 00:42:16,491

[daneer_conley]: So it really is working in tandem. So the I believe most of the team works out of New York

817

00:42:16,780 --> 00:42:16,860

[brian]: Got

818

00:42:16,951 --> 00:42:17,171

[daneer_conley]: again

819

00:42:16,960 --> 00:42:17,020

[brian]: it

820

00:42:17,391 --> 00:42:18,171

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

[daneer_conley]: in the age of

821

00:42:18,480 --> 00:42:18,860

[brian]: in the age

822

00:42:18,811 --> 00:42:19,171

[daneer_conley]: digital

823

00:42:18,900 --> 00:42:19,620

[brian]: of? Do I even

824

00:42:19,591 --> 00:42:20,111

[daneer_conley]: Virtual.

825

00:42:19,660 --> 00:42:19,820

[brian]: know

826

00:42:21,011 --> 00:42:23,591

[daneer_conley]: Yeah, I pretty sure that

827

00:42:23,980 --> 00:42:24,360

[brian]: You're like They

828

00:42:24,311 --> 00:42:24,551

[daneer_conley]: we

829

00:42:24,420 --> 00:42:24,940

[brian]: work in that room

830

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

00:42:24,851 --> 00:42:24,911

[danee_conley]: of

831

00:42:24,980 --> 00:42:25,100

[brian]: where

832

00:42:25,051 --> 00:42:25,151

[danee_conley]: New

833

00:42:25,160 --> 00:42:25,200

[brian]: I

834

00:42:25,191 --> 00:42:25,391

[danee_conley]: York,

835

00:42:25,280 --> 00:42:27,360

[brian]: see the kiddy cat in the background. Sometimes that's
where they

836

00:42:27,551 --> 00:42:28,791

[danee_conley]: Exactly which

837

00:42:28,660 --> 00:42:28,820

[brian]: got.

838

00:42:29,851 --> 00:42:32,731

[danee_conley]: that's the best part of our boat work is all the
pets that

839

00:42:32,780 --> 00:42:33,000

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

[brian]: Yes,

840

00:42:32,831 --> 00:42:33,191

[danee_conley]: pop up

841

00:42:33,460 --> 00:42:34,400

[brian]: right. totally

842

00:42:34,131 --> 00:42:34,691

[danee_conley]: favorite park.

843

00:42:35,020 --> 00:42:35,220

[brian]: yes.

844

00:42:35,391 --> 00:42:45,411

[danee_conley]: M. Yeah, so, but also recognizing that like we can have someone, This is what I mean by. I'm really grateful

845

00:42:45,531 --> 00:42:54,871

[danee_conley]: for the network that Equity really is and is living into which is I can contact someone on the who works in. Lets

846

00:42:54,911 --> 00:43:00,831

[danee_conley]: the L a office and say hey, we're having this Issue. Can I talk to you about it? It's a regional specific issue

847

00:43:01,651 --> 00:43:08,411

[danee_conley]: and more likely than not, they'll be like great, Put something on my calendar, or I'm free right now. Let's talk

848

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

00:43:08,491 --> 00:43:13,111

[danee_conley]: about it or let's do a virtual coffee chat or whatever,

849

00:43:13,320 --> 00:43:14,680

[brian]: Yeah, that's

850

00:43:14,671 --> 00:43:14,731

[danee_conley]: so

851

00:43:14,740 --> 00:43:14,920

[brian]: great.

852

00:43:14,871 --> 00:43:18,831

[danee_conley]: spread out, but also Cohesive.

853

00:43:18,240 --> 00:43:19,860

[brian]: Connected, A connected. a case

854

00:43:19,751 --> 00:43:19,971

[danee_conley]: Yeah,

855

00:43:19,900 --> 00:43:23,420

[brian]: of Yeah, I've got two questions left for you. One of them is going to be kind of tough,

856

00:43:23,351 --> 00:43:23,631

[danee_conley]: Hm,

857

00:43:23,440 --> 00:43:28,500

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

[brian]: and the other one gonna be easy. Let me start the tough one there. In twenty twenty, we all had a

858

00:43:28,851 --> 00:43:29,131

[danee_conley]: Hm,

859

00:43:28,980 --> 00:43:34,160

[brian]: much needed doubling down on the reckoning that this country has to have our own racism, And there

860

00:43:34,151 --> 00:43:34,431

[danee_conley]: Hm,

861

00:43:34,200 --> 00:43:41,820

[brian]: was a very vocal thankfully community in the theater world, primarily in Broadway. Is your position?

862

00:43:41,811 --> 00:43:42,131

[danee_conley]: Hm,

863

00:43:41,980 --> 00:43:47,880

[brian]: Do you find yourself in a position of like a politically charged seat where you're having to respond to things like that.

864

00:43:47,980 --> 00:43:48,180

[brian]: Can you

865

00:43:48,211 --> 00:43:48,231

[danee_conley]: M,

866

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

00:43:48,280 --> 00:43:51,920

[brian]: tell me a little bit about that in a? in whatever way
feels safe to you to share with us

867

00:43:52,971 --> 00:44:04,531

[danee_conley]: Yea, I am, and I think a big part of that has
to like comes from the fact that again people in this industry

868

00:44:04,731 --> 00:44:12,851

[danee_conley]: who are going for contract, they're not just the
majority aren't just following their dream right. It's like you

869

00:44:12,931 --> 00:44:18,591

[danee_conley]: said. I feel like everyone who was a theater kid
in high school was faced with that question is like okay, But

870

00:44:18,611 --> 00:44:19,951

[danee_conley]: what's going to be your real job?

871

00:44:20,300 --> 00:44:20,480

[brian]: Right,

872

00:44:20,431 --> 00:44:22,271

[danee_conley]: And we're like What? this is a real job?

873

00:44:22,260 --> 00:44:22,400

[brian]: yeah,

874

00:44:22,831 --> 00:44:24,011

[danee_conley]: Um, so

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

875

00:44:27,971 --> 00:44:36,091

[daneer_conley]: I always recognize that when we're bringing ourselves into our workplaces, no matter what that workplace is, we're

876

00:44:36,151 --> 00:44:44,491

[daneer_conley]: going to come across things like racismsexism, abilismisizism. There's all sorts of things that are going to

877

00:44:44,571 --> 00:44:49,851

[daneer_conley]: impact the way that we interacted people. And I think that's really heightened in an industry like the theater,

878

00:44:50,351 --> 00:44:54,491

[daneer_conley]: because everyone's on display all the time. It's literally the name of the game.

879

00:44:54,700 --> 00:44:54,860

[brian]: Yeah,

880

00:44:55,211 --> 00:45:04,071

[daneer_conley]: Um, and so Yes, Absolutely feel bigger questions like that, like reaching out. I've had members who have reached

881

00:45:04,131 --> 00:45:10,711

[daneer_conley]: out and said, Hey, the website mentions antiracism. I don't know what that is, and then we

882

00:45:10,760 --> 00:45:10,780

[brian]: M.

883

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

00:45:10,811 --> 00:45:20,011

[dane_conley]: have to take a moment and say Oh, okay, maybe we should have some conversations around what that is, and not

884

00:45:20,091 --> 00:45:22,651

[dane_conley]: just like putting it out there and saying,

885

00:45:22,660 --> 00:45:22,680

[brian]: M.

886

00:45:22,791 --> 00:45:23,891

[dane_conley]: Oh, people will understand

887

00:45:24,580 --> 00:45:25,280

[brian]: Oh,

888

00:45:24,631 --> 00:45:31,951

[dane_conley]: right because it's such a nebulous thing And it's constantly changing and it has to, as we're growing

889

00:45:32,600 --> 00:45:32,980

[brian]: Hm,

890

00:45:32,791 --> 00:45:36,751

[dane_conley]: And so I love those emails, but are

891

00:45:36,700 --> 00:45:36,920

[brian]: Yeah,

892

00:45:36,811 --> 00:45:40,951

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

[dane_conley]: like, hey, um, I'm not getting what I need to be getting

893

00:45:41,220 --> 00:45:41,500

[brian]: Yeah,

894

00:45:41,431 --> 00:45:48,951

[dane_conley]: from this union and I'm like, Yes, thank you. Okay. let's figure out how we can get to a place as a union.

895

00:45:49,231 --> 00:45:55,071

[dane_conley]: So you're getting what you need to be getting, And that's what I love about that. Like both contractual and

896

00:45:55,171 --> 00:45:55,491

[dane_conley]: social

897

00:45:55,900 --> 00:45:56,100

[brian]: Yeah,

898

00:45:56,011 --> 00:46:05,471

[dane_conley]: right that it's not just It's I think it's essential to be able too negotiate good working conditions for people.

899

00:46:05,591 --> 00:46:14,671

[dane_conley]: I think it's absolutely necessary and a huge part of what we do, but it's also being called in to conversation

900

00:46:15,391 --> 00:46:22,631

[dane_conley]: around how we can better ourselves, because I don't. I wouldn't feel comfortable being in the position I'm

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

901

00:46:22,811 --> 00:46:26,351

[danee_conley]: in without recognizing that I still have things
to work on for myself to.

902

00:46:26,860 --> 00:46:27,040

[brian]: Yeah,

903

00:46:27,971 --> 00:46:30,791

[danee_conley]: So Yeah, absolutely feel the bigger questions,

904

00:46:30,420 --> 00:46:30,580

[brian]: Yeah.

905

00:46:31,531 --> 00:46:37,971

[danee_conley]: and sometimes I I'm not really hesitant to say,
like I don't know

906

00:46:38,420 --> 00:46:38,660

[brian]: Got

907

00:46:38,611 --> 00:46:38,711

[danee_conley]: for

908

00:46:38,760 --> 00:46:38,820

[brian]: it.

909

00:46:38,791 --> 00:46:40,011

[danee_conley]: certain things, and

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

910

00:46:39,920 --> 00:46:40,080

[brian]: Got

911

00:46:40,071 --> 00:46:40,171

[dane_conley]: so

912

00:46:40,140 --> 00:46:40,180

[brian]: it.

913

00:46:40,271 --> 00:46:42,091

[dane_conley]: like, let's figure it out together and that's

914

00:46:41,960 --> 00:46:42,140

[brian]: Yeah,

915

00:46:42,131 --> 00:46:43,811

[dane_conley]: what. I. That's my favorite part.

916

00:46:45,080 --> 00:46:49,500

[brian]: That's beautiful. so you're kind of leaving you dovetail
right into the question I want to ask is I want to empower listeners

917

00:46:49,660 --> 00:46:55,240

[brian]: because you've been very empowering. I think to like
when like this is when you reach out. Can you give? Kind of this

918

00:46:55,280 --> 00:47:02,200

[brian]: is? this might be a tough question, but like how to know
it's time to reach out or when you should, or you know an encouraging

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

919

00:47:02,280 --> 00:47:06,880

[brian]: word to people. Um, Because also how

920

00:47:06,851 --> 00:47:06,871

[danee_conley]: M.

921

00:47:06,920 --> 00:47:10,220

[brian]: do you like for me? For me we make fun of, make fun of
my fancy

922

00:47:10,171 --> 00:47:10,611

[danee_conley]: Hm.

923

00:47:10,260 --> 00:47:14,080

[brian]: for saying for me all the time. I am I having a bad day
or is this a real thing? Could

924

00:47:14,251 --> 00:47:14,511

[danee_conley]: Oh

925

00:47:14,260 --> 00:47:16,520

[brian]: A question that could make you go mind bogglingly

926

00:47:16,151 --> 00:47:16,171

[danee_conley]: h.

927

00:47:16,580 --> 00:47:16,920

[brian]: crazy

928

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

00:47:17,011 --> 00:47:17,031

[dane_conley]: H.

929

00:47:17,100 --> 00:47:23,540

[brian]: on like make you down to mental health health disaster?

Because am I really seeing this? You start to question your sanity

930

00:47:23,800 --> 00:47:27,900

[brian]: or is this me? Can you speak to that and to help anyone
listening?

931

00:47:27,851 --> 00:47:28,211

[dane_conley]: Oh,

932

00:47:27,960 --> 00:47:30,140

[brian]: who? for let's hope that that none

933

00:47:30,151 --> 00:47:30,831

[dane_conley]: Yeah,

934

00:47:30,160 --> 00:47:34,460

[brian]: of they're not experiencing anything bad, But the day
that if it ever happens, and or if

935

00:47:34,451 --> 00:47:34,651

[dane_conley]: Yeah,

936

00:47:34,480 --> 00:47:35,480

[brian]: they want to celebrate something

937

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

00:47:35,291 --> 00:47:35,451

[danee_conley]: yeah,

938

00:47:35,500 --> 00:47:37,540

[brian]: that they would know, it's time to give you a show.

939

00:47:37,731 --> 00:47:41,791

[danee_conley]: Yeah, let me do a quick digression.

940

00:47:42,040 --> 00:47:42,220

[brian]: Yeah,

941

00:47:42,071 --> 00:47:43,191

[danee_conley]: I promise is pertinent.

942

00:47:43,400 --> 00:47:43,600

[brian]: great.

943

00:47:43,851 --> 00:47:54,791

[danee_conley]: So please always know that resources like the Entertainment community fund exist if you are going through any

944

00:47:55,111 --> 00:48:07,191

[danee_conley]: mental health crises or having those experiences that you know Mental health, and and having having that support

945

00:48:07,391 --> 00:48:14,291

[danee_conley]: is something that's really important to me. And so it's there. If that is, you know, I just want to. I don't

946

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

00:48:14,311 --> 00:48:15,411

[dane_conley]: want to like, but I pass

947

00:48:15,260 --> 00:48:15,500

[brian]: Yeah,

948

00:48:15,751 --> 00:48:16,191

[dane_conley]: the like

949

00:48:16,100 --> 00:48:16,400

[brian]: I'm so

950

00:48:16,331 --> 00:48:16,591

[dane_conley]: mental

951

00:48:16,460 --> 00:48:16,720

[brian]: glad you

952

00:48:16,651 --> 00:48:16,831

[dane_conley]: health

953

00:48:16,760 --> 00:48:16,960

[brian]: didn't

954

00:48:16,931 --> 00:48:17,331

[dane_conley]: part of it.

955

00:48:17,520 --> 00:48:21,640

[brian]: and we will link to that in the show Notes. That's our wonderful organization we all used to know as the Actors

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

956

00:48:21,411 --> 00:48:21,631

[dane_conley]: Great,

957

00:48:21,680 --> 00:48:22,360

[brian]: fund. right.

958

00:48:23,471 --> 00:48:36,611

[dane_conley]: wonderful, thank you. The answer to that question is I Love chatting with people about, which is actually so surprising

959

00:48:36,671 --> 00:48:43,911

[dane_conley]: to me because of a very, very outgoing in my work that I do very interverting in my own personal life, which I

960

00:48:44,651 --> 00:48:55,071

[dane_conley]: hilarious, Like this balance, Um that I love hearing where people are at, so always reach out. Is you have questions

961

00:48:55,131 --> 00:49:04,051

[dane_conley]: about Di equity? Whether you remember whether you're thinking about becoming a member, You are on the production

962

00:49:04,191 --> 00:49:13,591

[dane_conley]: side of things, Whether you're a student who's interested in these conversations, Um, any part of that also

963

00:49:13,731 --> 00:49:22,391

[dane_conley]: reach out. is you're finding some kind of inequity in the work that you're doing in the industry. I think what's

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

964

00:49:22,511 --> 00:49:31,091

[daneer_conley]: really lovely about our union is while we are negotiating contracts or member, it kind of trickles out right.

965

00:49:31,251 --> 00:49:41,391

[daneer_conley]: So Ating having contracts that demand a certain caliber of working spaces benefits everyone in those working

966

00:49:41,451 --> 00:49:50,851

[daneer_conley]: spaces, whether they're members or not. So it doesn't make sense to me, said not to not hear from people who

967

00:49:51,051 --> 00:49:56,991

[daneer_conley]: aren't members. And I think that's why if you go to our web page and go to the diversity page, our email is

968

00:49:57,051 --> 00:50:06,351

[daneer_conley]: there, My team? My whole team has eyes on that email so that everyone can Can look at it, So always reach out

969

00:50:06,511 --> 00:50:09,311

[daneer_conley]: if there's an issue, but also reach out of there something to celebrate.

970

00:50:09,320 --> 00:50:09,540

[brian]: Yeah,

971

00:50:09,531 --> 00:50:17,331

[daneer_conley]: Like you said Right, if you. if you're like, Hey, I worked in Equity contract, or I worked at this theater and

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

972

00:50:17,571 --> 00:50:25,151

[danee_conley]: was blown away by the work that they're doing
to advance equity inclusion and justice, belonging Diversity.

973

00:50:25,211 --> 00:50:28,451

[danee_conley]: What have you? We absolutely want to hear about
it,

974

00:50:28,480 --> 00:50:28,700

[brian]: Got

975

00:50:28,611 --> 00:50:28,931

[danee_conley]: because

976

00:50:28,780 --> 00:50:28,860

[brian]: it,

977

00:50:30,271 --> 00:50:34,771

[danee_conley]: I fully believe in sniping ideas in

978

00:50:34,800 --> 00:50:35,040

[brian]: Uh,

979

00:50:34,851 --> 00:50:35,231

[danee_conley]: this way.

980

00:50:35,840 --> 00:50:35,880

[brian]: uh,

981

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

00:50:35,911 --> 00:50:39,351

[danee_conley]: not not, but like copyright in Fridgebrick

982

00:50:39,360 --> 00:50:39,680

[brian]: Totally

983

00:50:39,411 --> 00:50:39,771

[danee_conley]: way, To

984

00:50:39,720 --> 00:50:40,040

[brian]: tally.

985

00:50:39,831 --> 00:50:49,451

[danee_conley]: be very clear, but it be like Okey, This theater was created this initiative right, and I'm like. Oh, imagine

986

00:50:49,511 --> 00:50:58,131

[danee_conley]: it. that initiative was on a large scale. Right, How many people this could impact So I I love hearing it all

987

00:50:58,571 --> 00:50:58,831

[danee_conley]: you know,

988

00:50:59,260 --> 00:51:04,760

[brian]: Also, thank you, Deny. this is a really, really wonderful conversation. I really appreciate your openness with how things

989

00:51:04,840 --> 00:51:10,860

[brian]: work at your desk. Every day. you know you have on the line your job and your job. That is such a big mission for yourself

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

990

00:51:10,980 --> 00:51:13,160

[brian]: personally, which is very apparent in this conversation,
and also

991

00:51:13,111 --> 00:51:13,131

[danee_conley]: M,

992

00:51:13,260 --> 00:51:19,680

[brian]: for this huge community of actors who are not always
working and sometimes are working, and you saying so clearly,

993

00:51:20,200 --> 00:51:25,440

[brian]: I want to hear from you at all of the all of the dots
in your journey, And so I want everyone to just hear that you

994

00:51:25,480 --> 00:51:28,920

[brian]: know where to find it. Well, link to everything into
the show notes and I can't

995

00:51:29,171 --> 00:51:29,271

[danee_conley]: And

996

00:51:29,180 --> 00:51:29,240

[brian]: Go.

997

00:51:29,431 --> 00:51:30,151

[danee_conley]: also stage

998

00:51:29,860 --> 00:51:30,000

[brian]: Yeah,

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

999

00:51:30,231 --> 00:51:31,611

[dane_conley]: managers, not to

1000

00:51:31,520 --> 00:51:31,980

[brian]: Oh,

1001

00:51:31,691 --> 00:51:32,051

[dane_conley]: factories,

1002

00:51:32,040 --> 00:51:32,220

[brian]: that's

1003

00:51:32,131 --> 00:51:32,271

[dane_conley]: just

1004

00:51:32,420 --> 00:51:32,780

[brian]: right.

1005

00:51:32,771 --> 00:51:33,611

[dane_conley]: just for folks.

1006

00:51:34,100 --> 00:51:34,240

[brian]: Yeah,

1007

00:51:34,271 --> 00:51:36,851

[dane_conley]: I don't want to. I don't want our stage managers
to

1008

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

00:51:37,620 --> 00:51:38,380

[brian]: That's so wild

1009

00:51:38,271 --> 00:51:38,531

[danee_conley]: feel

1010

00:51:38,440 --> 00:51:38,640

[brian]: because

1011

00:51:38,731 --> 00:51:38,871

[danee_conley]: like

1012

00:51:38,800 --> 00:51:39,020

[brian]: I will,

1013

00:51:38,911 --> 00:51:39,551

[danee_conley]: they're not heard.

1014

00:51:40,100 --> 00:51:45,240

[brian]: as the person who was an actor right and works with actors.
we always feel like stage managers are the bosses, and so we

1015

00:51:45,280 --> 00:51:49,040

[brian]: don't think about them always as being part of our same
union. right? So I really want to make sure everyone

1016

00:51:48,971 --> 00:51:49,111

[danee_conley]: No,

1017

00:51:49,120 --> 00:51:56,600

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

[brian]: hears that right. So that vive. there is that vibe picking up the word again Right? So just being aware

1018

00:51:56,731 --> 00:51:56,891

[danee_conley]: Love

1019

00:51:56,900 --> 00:51:57,060

[brian]: of

1020

00:51:57,011 --> 00:51:57,051

[danee_conley]: it.

1021

00:51:57,860 --> 00:52:00,500

[brian]: this is all. this is all our union. This is all our union.

Um

1022

00:52:01,251 --> 00:52:01,631

[danee_conley]: Hm,

1023

00:52:01,560 --> 00:52:05,900

[brian]: den. thank you for everything you do and for this conversation and I am so excited. Pole, listen

1024

00:52:05,851 --> 00:52:06,031

[danee_conley]: Thank

1025

00:52:05,940 --> 00:52:06,200

[brian]: in. check

1026

00:52:06,111 --> 00:52:06,251

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

[dane_conley]: you.

1027

00:52:06,260 --> 00:52:11,340

[brian]: out that report. I know that we will be in touch. and
is there anything else you want to? If anybody wants to reach

1028

00:52:11,380 --> 00:52:14,700

[brian]: out to you again, You said It's most easiest to find
you on that website. Is the anything else you need to let anybody

1029

00:52:14,740 --> 00:52:15,000

[brian]: know about

1030

00:52:15,031 --> 00:52:15,211

[dane_conley]: Yes,

1031

00:52:15,040 --> 00:52:15,540

[brian]: how to find?

1032

00:52:17,331 --> 00:52:18,771

[dane_conley]: Ah, no,

1033

00:52:19,040 --> 00:52:19,160

[brian]: No

1034

00:52:19,331 --> 00:52:19,551

[dane_conley]: please,

1035

00:52:19,440 --> 00:52:19,720

[brian]: great

Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report with Danee Conley - Transcript

1036

00:52:19,611 --> 00:52:29,251

[danee_conley]: just felfrey. Don't hesitate to reach out. I mean,
please know that like I have all sorts of things going on at

1037

00:52:29,311 --> 00:52:31,191

[danee_conley]: any time, but I always respond.

1038

00:52:32,380 --> 00:52:34,900

[brian]: Thank you, Danny. Thank you so much for so grateful to
have you here to day and for

1039

00:52:34,931 --> 00:52:34,951

[danee_conley]: M.

1040

00:52:34,940 --> 00:52:36,720

[brian]: the work you do. All right all,

1041

00:52:36,791 --> 00:52:37,111

[danee_conley]: thank you

1042

00:52:37,180 --> 00:52:37,280

[brian]: See

1043

00:52:37,191 --> 00:52:37,271

[danee_conley]: so

1044

00:52:37,300 --> 00:52:37,360

[brian]: you

**Ep. 108 - Just Dropped: Actors' Equity's Diversity & Inclusion Report
with Danee Conley - Transcript**

1045

00:52:37,371 --> 00:52:37,551

[danee_conley]: much.

1046

00:52:37,420 --> 00:52:37,760

[brian]: next time.