

LMDA promotes the creation of stories that reflect a broad spectrum of authentic experiences in our diverse global community. We uphold equity, diversity, and inclusion as our foundational values, and we recognize and examine the intersectionality of our society. We are committed to provoking, addressing, and advocating for issues of justice, equity, diversity, inclusion and land/territory. Our membership is dedicated to fostering an environment of respect, celebrating difference, and seeing the principles above reflected in all aspects of our organization. Please consider joining LMDA and adding your voice to these conversations: [www.lmda.org](http://www.lmda.org).



## CONTACT US

Literary Managers and Dramaturgs of the  
Americas

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# INTERN BILL OF RIGHTS

LITERARY MANAGERS &  
DRAMATURGS OF THE AMERICAS

# INTERN BILL OF RIGHTS

For more information: <https://lmda.org/report-dramaturgy-internships>. If you are having difficulty with an internship, contact LMDA: [lmdanyc@gmail.com](mailto:lmdanyc@gmail.com)

- You have the right to a **professional environment** free of discrimination and harassment, where the intern enjoys the same respect as other team members.
- You have the right to be **compensated**; if this is not in the form of a stipend or salary, then it can be in-kind. For example, tickets to shows, college credit, formal introductions to artists whom you admire with coffee or lunch paid for by the company, publication, reading or workshop of your own work, etc. You have the right to propose and **negotiate expenses** for travel and/or housing.
- You have the right to dedicated **one-on-one mentorship** time with at least one professional in the area of your internship (i.e. general management, literary management) and the right to ask for mentors in other areas of interest.
- You have the right to a **pre-internship meeting** with your intern supervisor to set appropriate expectations for success in the workplace, and to get those **expectations in writing** before your internship begins. If additional work arises, you have the right to have another conversation regarding the scope of your work, and to receive those updated duties in writing.
- You have the right to have the **organizational culture and structure defined** for you. You have the right to ask and be told with whom to raise issues without fear of reprisal. You have the right to an environment that promotes mentorship for career planning. You have the right to receive regular feedback about your work so that you can strengthen your skill set while offering services to the organization. You have the right to adequate instruction, resources, opportunities and training. You have the right to be **provided with any resources** (office supplies, etc) needed to complete an assigned task. While every job includes mundane tasks that must be accomplished (e.g. making copies, sorting and filing paperwork), you have the right to be assigned and/or be allowed to assist with dramaturgically-focused work that will challenge you creatively and critically and **help you develop as a professional in the field**.
- You have the right to ask to be **compensated for any task outside of your internship responsibilities**, especially if it is one that is usually provided by a paid staff member. At the end of your internship, You have the right to meet with your supervisor and/or mentor to identify intern successes and strengths and offer constructive feedback on progress toward your career goals.