

WESTON THEATER COMPANY
COMMITMENTS for an ANTI-RACIST and INCLUSIVE THEATER

Organizational Infrastructure: We aim to create accountability and support for Staff, Board, artists, and volunteers that acknowledge the context and create channels and systems to constantly expand the ways in which we actively enable more diversity, equity, inclusivity, and belonging. This includes but is not limited to:

- Creating a permanent Diversity, Equity, Inclusion & Belonging committee comprised of board members, staff, and community members;
- Creating a dedicated line-item in the annual budget for activities that further the goals of the DEIB committee;
- Hiring outside experts and facilitators to share perspectives of people of color and those otherwise underrepresented;
- *Requiring all staff and board members to agree to and sign a commitment to anti-racism and DEIB practices (in process);*
- Providing all employees with a clear, safe avenue to voice concerns regarding equity and respect in our workplace and the community at large;
- *Creating orientations (pre- and upon arrival) that offer resources and connections to all seasonal staff and with a focus on supporting those who may feel underrepresented (in process);*
- Supporting flexible work arrangements that accommodate the different needs of all employees;
- Compensating artists for participation in organizational events such as attendance at board meetings or fundraisers;
- Establishing recruitment and hiring practices that promote transparency and abandon exclusive and unnecessary barriers (e.g., listing salary ranges, removing required educational degrees or years of experience);
- *Instituting board member term limits to support the active cultivation of new voices (in process, expected by 2024).*

Education/Engagement/Community Building: We aim to provide ongoing opportunities among our internal and external audiences to listen, question, challenge and explore new perspectives, and to approach our work with a broad lens. This includes but is not limited to:

- Providing routine and concrete education to all staff and board members – on topics such as Undoing Racism and Unconscious Bias – as well as trainings on how to interrupt behavior that is disrespectful or inappropriate, whether intentional or not (e.g., Bystander Intervention);
- Proactively creating opportunities for connections and cultural exchange among seasonal company members and Weston community members;
- *Soliciting regular employee, artist and audience feedback - especially from members of our community who are underrepresented - to identify areas where our intention for*

creating inclusive practices is working, as well as where there is need for improvement (in process);

- Empowering our education and marketing teams to invest in outreach and programs that remove barriers to access to WTC performances and that increase access and appeal to broad audiences;
- Creating physical and virtual spaces that widen accessibility of presentations, through tools such as ASL, website screen readers, wheelchair ramps, elevators, and seating;
- Stating and signaling support of marginalized communities in ways that strive to be impactful and not just performative, for example, acknowledging the indigenous residents who were dispossessed of the land we utilize and using preferred pronouns;
- Identifying white supremacist culture, its pervasive systems and history of oppression.

Artistic Vision: We aim to demonstrate how we value new stories and a spirit of curiosity through our productions and programs. This includes but is not limited to:

- Creating an Artistic Council comprised of diverse constituencies to support the selection of programs and performances that present perspectives, voices and roles that have been marginalized or underrepresented in Vermont (in process);
- *Seeking out casts, crews and companies that diversify the performers, designers and other artists who have historically held the majority of those roles in Vermont productions - across areas including race, ethnicity, class, age, gender, sexuality, religion, nationality, disability, and migration status.*
- *Pursuing partnerships across Vermont and beyond that allow our staff, board and audiences to exchange ideas, opinions and experiences (in process);*
- Creating regular opportunities - e.g., through workshop readings, moderated talk-backs - for members of our staff and community to digest and discuss themes - especially around identity, equity and inclusion - raised in artistic works.