

# **BC BOSTON COURT C PASADENA**

## **EDI Statement, Policy and Plan**

### **STATEMENT:**

Boston Court Pasadena believes that art enriches and changes lives. We are passionate about nurturing an inclusive community that promotes, celebrates, and values diversity. The more diverse the voices and perspectives in and around our work, the more powerful the impact on our organization, our community, and our world.

### **POLICY:**

Boston Court Pasadena is committed to building trust in our community to ensure we are a place where all people can come together and are welcomed and included. We're committed to championing diversity in the stories we are telling, the people who are telling them, and the audiences with whom we are sharing them.

We define diversity as the representation of all our varied identities and differences, including those who have been historically underrepresented based on race, ethnicity, age, disability, sexual orientation, gender, gender identity, socioeconomic status, geography, citizenship status, and/or religion.

It is necessary to embrace a core understanding of how racial bias and systems of oppression diminish our humanity, as well as affect the ways in which we may unconsciously operate. It is not enough to have a diverse staff and audience; it is imperative that everyone who walks through our doors feels a shared sense of belonging.

By working to disrupt oppressive systems and keeping a diligent equity lens on all aspects of our organization - productions, artists, staffing, community outreach, mission, board recruiting, and audience development - we will:

1. Cultivate an environment in which multiple cultural viewpoints and frames of reference are organic and necessary for the organization.
2. Represent and celebrate the diverse demographics of our community onstage, offstage, and in our board, staff, and audience.
3. Respond to issues significant to our community.
4. Foster respectful and reciprocal relationships and partnerships.
5. Solicit frank feedback, listen, and be open to changes as a result.

## **PLAN:**

In our commitment to these values, these are the action steps we pledge to take:

### **1. HIRING PRACTICES:**

- Commit to our current policy regarding new hires: Positions will remain open until there is a significant percentage of viable diverse candidates in the applicant pool, which means holding positions open until we achieve that goal. In order to do this, we will develop and deepen relationships with more diverse community networks, actively recruit within these networks, and seek candidates who have capacity if not resume.
- Managing Director to establish metrics of success and perform an annual evaluation of hiring results for ongoing fulfillment of diversity goals. If we fall short, redouble efforts.

### **2. BOARD INITIATIVES:**

- Actively recruit diverse board members to expand the diversity of the board.
- Governance committee will 1) create a policy that yields more diverse board candidates and 2) re-examine requirements for board membership.
- Governance Committee to establish metrics of success and perform annual evaluation of board composition for ongoing fulfillment of diversity goals. If we fall short, redouble efforts.

### **3. PROGRAMMING:**

- Across all disciplines, ensure a diversity of voices, artists, and art, in order to reflect our actual world and celebrate its richly varied populations and stories.
- Artistic Director to establish metrics of success and perform an annual review of artists and production staff for ongoing fulfillment of diversity goals. If we fall short, redouble efforts.

### **4. ENGAGEMENT WITH COMMUNITY AND AUDIENCE:**

- Expand and deepen our engagement with our local diverse communities.
- Develop a better sense of what and who our communities are, and what is important to them.
- Build upon existing programming that is nimbly responsive to events happening in the world that will be of local interest.
- Ensure diverse communities feel represented, welcome, and passionate about the work we're doing through education initiatives, community engagement, and collaborations with new partners. Our goal is a shared sense of ownership.
- Institute plans to generate a more diverse audience through accessibility, marketing, and ticketing programs.

- EDI Task Force to help shape strategies, recommend other participants, establish metrics of success and perform an annual review of relationships and tactics for ongoing fulfillment of diversity goals. If we fall short, redouble efforts.

#### 5. ONGOING INSTITUTIONAL GROWTH:

- Before June 2020, revisit (and revise as needed) the organization's Mission/Vision/Values and Strategic Plans to reflect our EDI Statement.
- Commit to ongoing learning and education, both internally and externally.
- Avoid tokenism, defined as making a symbolic and inauthentic effort to be inclusive.
- Avoid unfair representation: One voice should not be asked to represent many.

#### 6. ACCOUNTABILITY:

- Commit to ongoing self-evaluation via:
  - First-year review by our current EDI Task Force. Task Force is currently made up of board and staff members. In 2020, recruit community members and other Boston Court stakeholders to join EDI Task Force.
  - EDI Task Force determines mechanism for ongoing annual internal review, reporting out, and recommendations for improvements.
  - In December 2020, and bi-annually thereafter, engage outside contractor with expertise in EDI efforts to audit our progress.