

Diversity, Equity, Inclusion, and Anti-Racist Initiative: Northwest Children's Theater and School's Short-Term Plan

1. Policies and Procedures

- a. Develop an anti-racist statement that is shared and used across the organization; use this to hold each other accountable in all areas
- b. Review all current policies and procedures through a DEI and anti-racist lens; identify issues and missing pieces
- c. Create anti-racist hiring procedures that are used across all departments
- d. Provide anti-bias training for all staff, performers, designers, teaching artists, contractors, and volunteers

2. Content Selection/Creation

- a. Examine how we currently select programming (Mainstage shows, Second Stage shows, class titles, curriculum, etc.) through a DEI and anti-racist lens
- b. Identify if our community can see themselves and their stories reflected in our programming
- c. Include and uplift BIPOC voices in this process

3. Community Engagement

- a. Evaluate what currently works and what does not in existing partnerships and practices
- b. Develop a transparent and intentional process for partnering with artists, schools, and other organizations
- c. Build and deepen relationships with organizations and schools that serve BIPOC communities

4. Representation

- a. Identify if our staff, performers, designers, teaching artists, and other contractors reflect the community
- b. Broaden our artist pool by identifying and breaking down barriers to inclusion

5. Leadership

- a. Create transparency around the process and pathway to leadership
- b. Inspect our current organizational structure with an eye toward increasing the diversity of voices with input in key decisions at the staff and board level