



to educate, entertain  
& enrich the lives  
of young audiences

## **NWCT Equity & Anti-Racist Statement**

### **Who We Are**

Northwest Children's Theater (NWCT) has a mission to educate, entertain, and enrich the lives of young audiences. We recognize that we fall short of this mission unless all of our programs, from productions to classes to employment, are welcoming, equitable and have been designed with and for people of all ages, races, ethnicities, sexual orientations, genders, as well as people with neurodivergence or disabilities.

We recognize that intentionally or not, the Portland arts community has a history of systemic exclusion and inequity. NWCT has benefitted from these inequitable systems. This statement is our commitment to continuously learn, reflect, and take action to improve equity, inclusion, representation, and diversity within NWCT.

### **Our Commitment**

NWCT commits to taking concrete, practical steps towards improving participation and representation at all levels of our company, from the Box Office to the Board of Directors. As we continue to reflect, learn, practice, and grow, we will also continue to investigate our systems and structures. Here are the topics we will address immediately:

- Equity and access onstage, from playwright to performer
- Equity and access for educational programs, onsite and offsite
- Staff and contractor hiring and retention
- Volunteer recruitment and retention

There is no place for racism in our systems, policies, programs, or community. We understand that racism can be overt or covert, intentional or unintentional, and it can manifest in interpersonal relationships, institutional policies, systemic hierarchies, or internalized stereotypes. We commit to building anti-racist practices into the foundation of our work to ensure a safe and welcoming space for members of BIPOC (Black, Indigenous, and People of Color) communities, and members of all communities that have been historically excluded or underrepresented.



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In addition to the topics above, which will be addressed through a broader diversity, equity, and inclusion lens, we are committed to becoming an antiracist organization. Using the Theater for Young Audiences (TYA) anti-racist trainings, BIPOC affinity group recommendations, and the We See You White American Theater demands as guiding resources for this work, we will:

- Review all current policies and procedures through a diversity, equity, inclusion, anti-racist lens; identify issues and missing pieces
- Develop a process for taking immediate action if racism is encountered by anyone at NWCT, and ensure those coming forward are protected
- Include and uplift BIPOC voices in all stages of programming development, from planning to evaluation
- Broaden and deepen relationships with BIPOC organizations and communities
- Break down barriers to inclusion and representation

NWCT will set measurable benchmarks, to which our Board and Staff will hold the organization accountable. In recognition that this work is ongoing, our benchmarks and policies will be reviewed and updated regularly. We will also require training for our board, staff, volunteers, artists, and all who represent NWCT. Our work will be aggressive, systemic, and iterative. We know there are no easy answers, no easy solutions, and we are committed to doing the work, now and into the future.