

Imagine Theatre's Inclusion, Diversity, Equity & Accessibility (IDEA) Statement

Updated August 2024

We are deeply committed to continuously learning, reflecting, and acting to improve inclusion, representation, equality and diversity within Imagine Theatre. The statements below represent a small portion of commitments and actions we take to ensure IDEA.

Our Vision, Mission & Values

- Vision: Theatre For All
- Mission: We are a community-driven, Christ-centered organization that focuses on fostering inclusion and empowering youth and families through the theatre arts.
- Values:
 - *Community* - Fostering a sense of belonging among youth, families, and patrons.
 - *Education* - Providing opportunities for learning, growth, and development in all aspects of theatre arts.
 - *Inclusivity*: Boldly creating space for all identities, faiths, and experiences.
 - *Excellence*: Holding our self, and Imagine community, to high standards on stage and off.

IDEA Lens: We recognize we will fall short of our mission & vision unless all of our programs, productions, operational practices and systems, 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.

Our Commitment

Imagine Theatre commits to taking actionable steps towards improving participation and representation at all levels of our organization. Here are the ways we will be, have been, and will continue to take action:

1. Finance, Administration, & Operations
 - a. Consistently review policies and procedures with an IDEA and anti-racist lens; identify issues, missing pieces and taking actions to correct identified areas.
 - b. Provide & research anti-bias resources for all staff, contractors, and volunteers.
 - c. Incorporate the IDEA statement into hiring practices (job postings, signature of affirmation required for new hires, etc.)
 - d. Maintain a process for taking immediate action if discrimination is encountered by anyone at Imagine, and ensure those coming forward are protected.
2. Educational Programs & Productions
 - a. Use an IDEA and anti-racist lens when selecting productions and Integrate IDEA standards and language into every class/educational curriculum.
 - b. Ensure that all programs use materials that honor culture, promote minority voices, and share differing perspectives. We will work to ensure that programs do not perform or use examples from shows that perpetuate racism, cultural appropriation, etc.
3. Community
 - a. Build and deepen relationships with organizations and schools that serve BIPOC (Black, Indigenous, and People of Color), and marginalized communities
 - b. Develop equitable access for ALL - ensure performance locations are ADA compliant, develop affordable ticket price initiatives including reduced price ticketing, etc

- c. Use inclusive language and practices when interacting with all students and community members. This includes, but is not limited to, using preferred names and pronouns, being aware of cultural practices, accommodating for ability levels, and diligently navigating language barriers.
 - d. We affirm all students as they are, and for who they are.
4. Representation
- a. Committed to reflecting the whole community within our staff, teaching artists, and other contractors.
 - b. Broaden our artist pool by identifying and breaking down barriers to inclusion (reviewing marketing practices, compensation, physical accessibilities, etc.)
 - c. Committed to creating diverse (age, race, ethnicity, sexual orientation, gender, and abilities) Artistic Teams, and seasonal Teaching Artist teams (Special attention should be given to race, and ethnicity.)
5. Leadership
- a. 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.
 - b. No mandatory financial minimum gifts required for Board Members.

We commit to building IDEA & anti-racist practices into the foundation of our work to ensure a safe and welcoming space for members of BIPOC communities, and members of all communities that have been historically excluded or underrepresented.

Through this policy, we re-dedicate ourselves to creating ***Theatre For ALL***.

Resources & References:

- Theatre for Young Audiences - Anti-Racist & Anti-Opressive Futures - www.tyausa.org/rao-guide
- BIPOC Demands for White American Theaters - www.weseeyouwat.com/demands
- Northwest Children's Theatre - NWCT Equity & Anti-Racist Statement - nwcts.org/dei-list
- *The Holy Bible: English Standard Version Containing the Old and New Testaments*. Crossway, 2011.