



# THE WESTERN RESERVE PLAYHOUSE

## THE WESTERN RESERVE PLAYHOUSE DIVERSITY AND INCLUSION STATEMENT

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UPDATED 09-11-2020

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## The Western Reserve Playhouse Diversity and Inclusion Statement

At the Western Reserve Playhouse, a diverse, inclusive, and equitable workplace is one where all employees and volunteers, whatever their gender, race, ethnicity, national origin, age, sexual orientation or identity, education, or disability feels valued and respected. We are committed to a nondiscriminatory approach and provide equal opportunity for employment and advancement in all of our departments, programs, and worksites. We respect and value diverse life experiences and heritages and ensure that all voices are valued and heard.

We're committed to modeling diversity and inclusion for the entire arts industry of the nonprofit sector, and to maintaining an inclusive environment with equitable treatment for all.

To provide informed, authentic leadership for cultural equity, the Western Reserve Playhouse strives to:

- See diversity, inclusion, and equity as critical to ensure the well-being of our staff and the arts communities we serve, as well as being connected to our mission.
- Acknowledge and dismantle any inequities within our policies, systems, programs, and services, and continually update and report organization progress.
- Explore potential underlying, unquestioned assumptions that interfere with inclusiveness.
- Advocate for and support board-level thinking about how systemic inequities impact our organization's work, and how best to address that in a way that is consistent with our mission.
- Help to challenge assumptions about what it takes to be a strong leader at our organization, and who is well-positioned to provide leadership.
- Practice and encourage transparent communication in all interactions.
- Commit time and resources to expand more diverse leadership within our board, staff, committee, and advisory bodies.
- Lead with respect and tolerance. We expect all employees to embrace this notion and to express it in workplace interactions and through everyday practices.

The Western Reserve Playhouse abides by the following action items to help promote diversity and inclusion in our workplace:

- Pursue cultural competency throughout our organization by creating substantial learning opportunities and formal, transparent policies.
- Generate and aggregate quantitative and qualitative research related to equity to make incremental, measurable progress toward the visibility of our diversity, inclusion, and equity efforts. Once the content is curated it will be added to our website so others can access.
- Pool resources and expand offerings for underrepresented constituents by connecting with other arts organizations committed to diversity and inclusion efforts.
- Develop and present sessions on diversity, inclusion, and equity to provide information and resources internally, as well as to members, the community, and the arts industry.
- Develop a system for being more intentional and conscious of bias during the hiring, promoting, or evaluating process, and to train our hiring team on equitable practices.
- Include a salary range with all public job descriptions.
- Advocate for public and private-sector policy that promotes diversity, inclusion, and equity. Challenge systems and policies that create inequality, oppression, and disparity.

***Because we know that we can only create theater - and inspire theater achievement - if we include everyone.***



The Western Reserve Playhouse will stand in solidarity with the movement for Black Lives. Stand with our Black creators, artists, performers, storytellers, students, volunteers and patrons.

We condemn all acts of racism, discrimination, and senseless acts of violence.

Now is the time for WRP to look inward to see what we can do to make changes within ourselves to support, invest and bring to WRP more artists of color, bring more diversity to our creative teams, education, staff, board and on our stage.

We have tried in the past, but now we must do better.

We will continue to listen, to be educated, be open to discussion and be a safe environment for diversity, inclusion, and be a place to come to create when an outlet is needed.

We hear the voices, stories, see that change must come and we will stand beside you, grieve with you, walk hand in hand and work together to make this change!

**#BLACKLIVESMATTER**

June 5, 2020