

## **The Grand Theatre's Leadership Commitment to Equity, Diversity, Inclusion and Reconciliation**

**June 11, 2024**

At the Grand Theatre, we are committed to fostering an environment that celebrates and champions principles of Equity, Diversity and Inclusion and intentionally fosters authentic Reconciliation with Indigenous Peoples (EDI-R) in all aspects of our work. We believe that the goal of fully sharing the richness of the human experience on our stages is best achieved through a diversity of voices, perspectives, and stories.

### **Acknowledging Past Harms**

We acknowledge our part in practices that have resulted in and perpetuated social inequity and harm. We have much to do to build trust, consistency, and accountability as allies with Indigenous, Black, People of Colour, and other equity-denied groups.

### **Equity**

We strive to be a theatre company that exemplifies fairness, justice, and equity in every facet of our operations. Our commitment to equity means that we provide equal opportunities for all, regardless of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, marital status, family status or disability. We are dedicated to uncovering and dismantling systemic barriers that hinder the participation and advancement of equity-denied communities within our organization.

### **Diversity**

The Grand Theatre will cherish and actively seek diversity in all its forms. We believe that a multitude of voices and experiences not only enriches our artistic endeavors but also allows us to better connect with and serve our community. We are devoted to embracing a wide range of cultural, social, and artistic perspectives on our stage, both in the people we collaborate with and in the stories we choose to tell. We actively seek to build, foster and sustain partnerships & relationships with diverse artists, communities, and organizations to ensure that our work is reflective of the world & communities in which we live. We will prioritize diversity in how we seek out and recruit our team, whether paid or volunteer.

### **Inclusion**

Inclusion is at the heart of who we are as London and Southwest Ontario's regional theatre. We aspire to create an inclusive and welcoming environment for as many members of our community as possible – from artists and staff to audiences and volunteers. We encourage open dialogue, actively listen to different perspectives, and work to ensure that every individual feels valued and respected. We understand that true inclusion requires ongoing education, critical self-reflection, and a willingness to adapt and evolve as the world does.

In practice, we commit to:

- Promote diverse voices in the stories we tell and the artists we engage.

- Implement anti-racism, anti-oppression, anti-discrimination and inclusive practices in our workplace.
- Provide accessible, inclusive and welcoming spaces for all with a mind to eliminating or reducing barriers to authentic participation.
- Use appropriate and current language to eliminate micro-aggressions and promote inclusion.
- Engage in outreach and community partnerships that amplify underrepresented voices and reduce barriers to participation.
- Offer training and resources for our staff and volunteers to foster a more inclusive culture.

### **Accessibility**

The Grand recognizes that accessibility is a key element of inclusion. Creating a truly inclusive and diverse theatre community goes hand in hand with making our work accessible to everyone. Accessibility is the bridge that allows individuals, regardless of their abilities, to fully participate in the artistic and cultural experiences we offer. We believe that art has the power to inspire, challenge, and unite us, and that this transformative potential should be accessible to all, without exception.

By committing to accessibility, we aim to break down barriers, fostering an environment where every individual can engage with our theatre and be enriched by the stories we tell. This commitment reflects our belief in the fundamental principle that the arts belong to everyone.

We commit to:

- Work towards making our performances, facilities, and communications accessible to all, removing physical and digital barriers wherever possible.
- Provide accommodations to ensure that individuals with disabilities have equal opportunities to participate in all aspects of our work, including auditions, rehearsals, and performances.
- Listen to the needs and feedback of our community to continually improve our accessibility measures and enhance the experience of all who engage with our theatre.

### **Indigenous Reconciliation**

We acknowledge that the Grand Theatre is located on the traditional lands of Indigenous Peoples, and specifically on the lands of the Anishinaabek, Haudenosaunee, Lūnaapéewak and Attawandaron Peoples. We are committed to understanding and respecting the histories, cultures, and rights of Indigenous Peoples and communities. We commit to:

- Develop meaningful relationships with Indigenous artists, storytellers, and communities to create space for their voices and stories.
- Support initiatives that promote Indigenous representation and cultural understanding through the work on our stages.
- Engage in a process of reconciliation, acknowledging past injustices and working towards a more just and harmonious future.

- Offer meaningful land acknowledgement as an ongoing step towards reconciliation.

### **Safe and Respectful Workplace Commitment**

The Grand Theatre is dedicated to creating a safe and respectful workplace where all members of our teams can thrive. We commit to:

- Provide clear policies and mechanisms for the management of conflict, to provide processes for the reporting of any incidents of workplace misconduct, harmful behaviour, discrimination or harassment, and to ensure that appropriate actions are taken promptly and within the bounds of legal requirements and considering confidentiality.
- Offer regular training and resources to educate our team about respectful workplace conduct, promoting kindness, empathy, and open communication.
- Cultivate a workplace culture where every team member's voice is heard, respected, and valued, fostering an environment that is free from fear of reprisal.
- Continuously evaluate and improve our policies and practices to create a work environment that is safe, welcoming, and respectful for everyone.

Through the commitments above, and the annual action plans inspired by these commitments, the Grand Theatre aims to be a theatre organization that stands as a beacon of inclusivity, cultural understanding, and respect, where all individuals can fully express themselves, explore their talents, and work together in a safe and respectful atmosphere.

As the senior leadership of the Grand Theatre, we welcome feedback, dialogue, and accountability as we continue to grow and evolve in our pursuit of these aims, and to that end have established an Equity, Diversity, Inclusion and Reconciliation (EDI-R) Committee, whose work will be to keep the organization accountable for its work in these areas. We invite our community of staff, volunteers, artists and the public to freely bring forward topics and concerns forward.

Grand Theatre, June 11, 2024

Rachel Peake  
Artistic Director

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