

## ***Three Bone Theatre, Inc.***

### ***Diversity, Equity, and Inclusion Commitment***

At Three Bone Theatre, a diverse, inclusive, and equitable workplace is one where all employees, contractors, and volunteers, whatever their gender identity, 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 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, equity and inclusion for the entire arts industry of the nonprofit sector, and to maintaining an inclusive environment with equitable treatment for all.

#### **Key Terms, as defined by artEquity**

**Diversity-** The extent to which an organization has people from diverse background represented throughout. It is a recognition of individual differences.

**Equity-** The state, quality, or ideal of being just. Using the principles of fairness and ethics to apply justice to a given circumstance or set of conditions.

**Inclusion-** The active, intentional, and ongoing engagement of the diversity of an organization, organizational culture, and production of art on stage in order to create equal access, wellbeing, and a sense of belonging for all members of the organization.

#### **Commitment**

To provide informed, authentic leadership for cultural equity, Three Bone Theatre strives to:

- See diversity, inclusion, and equity as connected to our mission and critical to ensure the well-being of our staff and the arts communities we serve.
- 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 and equity.
- 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. We expect all employees, contractors, and volunteers to embrace this notion and to express it in workplace interactions and through everyday practices.
- Commit to diversity, equity, and inclusion work understanding that this is not a box to be checked but rather ongoing work.

Three Bone Theatre abides by the following action items to help promote diversity and inclusion in our workplace and programming:

- Pursue cultural competency throughout our organization by creating substantive 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, equity and inclusion efforts.
- Improve our cultural leadership pipeline by creating and supporting programs and policies that foster leadership that reflects the diversity of American society.
- Pool resources and expand offerings for underrepresented constituents by connecting with other arts and community organizations committed to diversity and inclusion efforts.
- Participate in education and training sessions on diversity, inclusion, and equity throughout levels of leadership
- Develop a system for being more intentional and conscious of bias during the hiring and casting process. Educate our staff, Board, volunteers, and program-specific artistic leadership 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 inequity, oppression and disparity.

**In my individual capacity:**

Signature: \_\_\_\_\_

Name: \_\_\_\_\_

Date: \_\_\_\_\_