**Thalian Association Community Theatre Diversity and Inclusion Statement**

At Thalian Association Community Theatre 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 our departments, programs, and worksites. We respect and value diverse life experiences and heritages and ensure that all voices are valued and heard.

We are committed to modeling diversity and inclusion for all arts organizations in the nonprofit sector, and to maintaining as inclusive environment with equitable treatment for all.

To provide informed, authentic leadership for cultural equity, Thalian Association Community 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.
* Advocate for and support board-level thinking about the impact of systemic inequities on our organization’s work, and how best to address that in a way that is consistent with our mission.
* Practice and encourage transparent communication in all interactions.
* Endeavor to create opportunities for more diverse leadership within our board, staff, committees, 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.

Thalian Association Community Theatre abides by the following action items to help promote diversity and inclusion in our workplace:

* Pursue cultural competency throughout our organization by creating substantive teaming opportunities and formal, transparent policies.
* Improve our cultural leadership pipeline by creating and supporting programs and policies that reflects the diversity of American society.
* Pool resources and expand offerings for underrepresented constituents by connecting with other organizations committed to diversity and inclusion efforts.
* Develop a system for being more intentional and conscious of bias during the hiring, promoting, or evaluating process. 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 inequity, oppression, and disparity.