



## EQUITY, DIVERSITY, AND INCLUSION POLICY

### OUR MISSION

Classic theatre is an inclusive endeavor, designed to engage A Noise Within's broadest community – representative of Southern California in every way.

A Noise Within (ANW) produces classic theatre as an essential means to enrich our community by embracing universal human experiences, expanding personal awareness, and challenging individual perspectives. We define our community expansively to include everyone within reach of A Noise Within.

### POLICY

This Equity, Diversity, and Inclusion (EDI) Policy strengthens ANW's commitment to its core mission of enriching its community. The Policy establishes a framework to identify the roles, responsibilities, and goals of the Equity, Diversity, and Inclusion Program.

### POLICY REVIEW PROCEDURE

This Policy is reviewed by the Equity, Diversity, and Inclusion (EDI) Committee at least annually in January and revised as needed.

### BACKGROUND

ANW's Board of Directors recognized the need for expanding discussion and action around equity, diversity, and inclusion. The EDI Committee was established and assumed the responsibilities for EDI oversight from the Executive Committee.

ANW's Strategic Plan includes multiple benchmarks towards building a more accessible, equitable, inclusive, and diverse organization, all of which pursue greater diversity among playwrights, patrons, artists, staff, and the Board.

While the entire organization shares responsibility for the collaborative pursuit of these goals, several areas of the organization have specific responsibilities that support the ongoing implementation, monitoring, review, and reporting of the EDI Policy.

## RESPONSIBILITIES

### BOARD OF DIRECTORS

The Board of Directors understands the value and impact of having a culturally representative Board that supports ANW's commitment to promoting the equity, diversity, and inclusion values of ANW.

#### OBJECTIVES

- Recruit Board candidates of diverse backgrounds and experiences
- Support and empower the Governance Committee, EDI Committee, Artistic Department, Resident Artists, and staff in fulfilling their objectives with regard to this EDI Policy

### GOVERNANCE COMMITTEE

The Governance Committee, comprised of select Board members, understands the value and impact of having a culturally representative Board of Directors, and is responsible for promoting the equity, diversity, and inclusion goals of ANW as it relates to the Board of Directors.

#### OBJECTIVES

- Assure that the Board of Directors reflects the range of diversity within ANW's community
- Continually recruit, identify, and interview Board candidates that meet the identified criteria for election to the Board, and that embody and support the organization's EDI goals
- Offer nominations to the Board of Directors

### EQUITY, DIVERSITY, AND INCLUSION COMMITTEE

The Equity, Diversity, and Inclusion Committee is responsible for developing EDI-related policy, and monitoring and reporting on ANW's EDI activities.

#### OBJECTIVES

- Identify, prioritize, and respond to issues of equity, diversity, and inclusion, including representation, access, and education involving ANW
- Listen to issues about EDI at ANW and suggest appropriate training workshops and other activities to surface conversations around those issues
- Plan agenda topics for meetings of the full company — to include Board members, the Artistic Department, Resident Artists, and staff
- Ensure an EDI issue reporting pathway is clear from each ANW constituent group to the EDI Committee
- Ensure any EDI issues that are reported—and their resulting outcomes—are communicated to the organization
- Staff the Committee with at least 2-3 Board members, 2-3 staff members, 2-3 Resident Artists, and one member of ANW's executive leadership (Artistic Directors and Management)
- Provide an EDI annual report to the Board of Directors at their first meeting each fiscal year, and status updates as needed
- Conduct monthly meetings
- Collaborate with other areas of the organization to brainstorm strategies to continually monitor and meet EDI goals

## ARTISTIC DEPARTMENT

The Artistic Department at ANW fully supports ANW's EDI goals and understands the value and impact of having a culturally representative group of artists on stage and off, and that audiences—especially student audiences—need to have an opportunity to see themselves on stage.

### OBJECTIVES

- Hire directors according to the values expressed in the EDI Policy
- Assist those directors in hiring their own creative teams and casts considering the organization's core values of equity, diversity, and inclusion
- Ensure community-representative casting
- Partner with demographically specific theatre companies to expand the pools of artistic talent and enhance our mutual success
- Be present where discussions of theatrical diversity are happening to absorb new knowledge, contribute to the conversation, and to encourage action
- Hire artistic team members from a variety of backgrounds
- Engage in play selection with a commitment to honoring the EDI values of the organization
- Recruit artistic team members with a variety of backgrounds

## RESIDENT ARTISTS

The Resident Artists understand the value and impact of having a culturally representative group of artists on stage and off. Resident Artists are committed to promoting the equity, diversity, and inclusion goals of ANW.

### OBJECTIVES

- Heighten opportunities for Resident Artists to meet and cast members of underrepresented groups in Readings to broaden inclusive participation in the Readings
- Engage in play selection with a commitment to honoring the EDI values of the organization

## STAFF

The ANW staff is committed to cultivating and maintaining a working environment where equity, diversity and inclusion can thrive. ANW is also committed to engaging as diverse an applicant pool as possible when hiring for all staff positions.

### OBJECTIVES

- Maintain a work culture that promotes EDI
- Maintain a work culture that balances accommodating the organization to the individual and the individual to the organization; as opposed to requiring new staff to conform to an existing culture
- Incorporate EDI best practices in recruiting for all positions such as:
  - Practicing equitable recruitment strategies to encourage equal consideration among equally qualified candidates
  - Welcoming equivalent experience as equal to formal education
  - Practicing salary transparency in all job postings
- Assure that pathways exist for all staff to express feedback regarding organizational culture and its relationship to EDI
- Assure that the internal and external identity of the institution is one that reflects the EDI values of the organization, for example, in marketing images and online copy