

DEI Policy for Playcrafters Barn Theatre

Purpose:

This Diversity, Equity, and Inclusion (DEI) policy aims to establish a framework that fosters a welcoming and safe environment for all individuals involved with Playcrafters Barn Theatre, including board members, volunteers, performers, and audience members. Our commitment to DEI acknowledges and celebrates the diversity of our community and aims to dismantle barriers to participation and representation in the arts and our community.

Scope:

This policy applies to all members, volunteers, performers, and board members at Playcrafters Barn Theatre. It encompasses all activities and operations, including auditions, rehearsals, productions, community outreach, and any event hosted by the theatre.

Policy Statement:

Playcrafters Barn Theatre is dedicated to creating an inclusive environment where diversity is valued and everyone is treated with respect, dignity, and fairness. We recognize that differences in race, ethnicity, gender identity, sexual orientation, age, ability, socioeconomic status, and other dimensions of diversity enrich our community and enhance our artistry.

Key Principles:

1. Commitment to Inclusivity:

We will work to create an environment at Playcrafters Barn Theatre where everyone feels welcomed and valued. This includes ensuring that all voices are heard and represented in our programming and decision-making by assigning a member from the established DEI Committee to sit on the Playreading Committee to ensure that all voices are being represented in play selection.

2. Equitable Practices:

We are committed to conducting all activities and operations with fairness and transparency. This includes equitable access to auditions, roles, and

opportunities within the theatre. Ensuring our commitment to diversity and inclusion is considered when making casting and show selections. Explicitly stating this to all where we stand.

3. Respectful Communication:

We will ensure open communication and encourage constructive dialogue. All members of the theatre are expected to engage respectfully, avoiding any form of discrimination, harassment, or bias.

4. Safe Spaces:

Playcrafters Barn Theatre is dedicated to providing safe spaces for expression and creativity. We will not tolerate any form of discrimination, harassment, or intimidation based on race, gender, age, ability, sexual orientation, or any other characteristic from any member of our organization including but not limited to board members, members, directors, or performers.

5. Education and Training:

DEI Training will be mandatory for all current and future board members to complete. This includes workshops and discussions around diversity, equity, and inclusion in the arts. In addition, each season directors and stage managers are required to complete training before casting and rehearsals.

6. Community Engagement:

Playcrafters Barn Theatre will actively reach out to underrepresented groups within our community and seek to involve them in our programming, decision-making, and outreach efforts.

7. Accountability:

Playcrafters Barn Theatre holds itself accountable to these principles and expects all members to do the same. We will regularly review our DEI policies and practices to ensure they remain effective and relevant.

Implementation:

The DEI Committee will be established to oversee the policy's implementation at Playcrafters Barn Theatre. Including having an active role in the Play Reading Committee to select shows for board members, to

ensure that DEI training is completed for board members current and future. In addition to the board of directors, communicate with season directors on casting policies and our commitment to casting diversely regardless of the show and its content. This will be a committee separate from the Board of Directors. Annual assessments will be conducted to evaluate the effectiveness of our DEI initiatives and identify areas for improvement and outreach with a report given at our annual meeting.

Reporting and Feedback:

Playcrafters Barn Theatre encourages individuals to report any instances of discrimination, harassment, or bias. Reports can be made confidentially to the DEI Committee and board. The DEI Committee will meet with all parties and work to resolve the conflict swiftly and with the utmost sensitivity and respect that it deserves. We welcome feedback from all community members to help us improve our DEI efforts.

Conclusion:

At Playcrafters Barn Theatre, we believe that diversity is our strength and inclusivity is our responsibility. We are committed to nurturing a safe, vibrant, and equitable space for all, enriching the theatre experience for everyone involved while continuously striving for improvement and growth.

Effective Date: January 1st, 2025

This DEI policy is a living document, reflecting our ongoing commitment to diversity, equity, and inclusion as we grow and learn together. This policy will be reviewed and improved on an ongoing basis.