



familiar stories for the adventurous mind
www.parallel45.org

This policy was adopted by the Parallel 45 Theatre board of directors in February 2018 and was updated April 18, 2019.

Diversity, Inclusion and Accessibility Policy Statement

Parallel 45 Theatre respects, values and celebrates the unique attributes, characteristics and perspectives that make each person who they are. We believe that our strength lies in our diversity among the broad range of audience and artists we represent.

We consider diversity and inclusion a driver of institutional excellence and seek out diversity of participation, thought and action, especially from historically underrepresented communities. We seek to champion dignity, visibility and accessibility, while promoting cultural competency, humility and sensitivity. It is our aim, therefore, that our supporters, partners, artists, key stakeholders, and board members reflect and embrace these core values. We have a responsibility to reflect our diverse community on stage and behind the scenes and are committed to the essential work of supporting members with diverse cultural backgrounds and lived experiences.

We are also aware that diversity and inclusion must be protected. Parallel 45 remains committed to combatting any and all forms of discrimination that would negatively impact the safety and well-being of our team.

Parallel 45 Theatre is grateful for collaboration with Disability Action Network, helping us make Parallel 45 events accessible for every member of the community.

Definitions

Diversity

The quality of being different or unique at the individual or group level. This includes age; ethnicity; gender; gender identity; LGBTQQIAAP+ identification; language differences; nationality; parental status; physical abilities; neurodiversity; race; religion; socio-economic status; education; work and behavioral styles; the perspectives of each individual shaped by their origins, experiences and culture—and more.

Putting diverse stories on stage requires diverse voices, requiring staff, artists and Board to become increasingly representative of our entire community. This is an ongoing effort, one that will be consistently revisited to measure successes and opportunities for growth and development.

Inclusion

The act of including; a strategy to leverage diversity. Diversity exists in all social systems. Inclusion, on the other hand, must be intentionally curated. In order to leverage diversity, an environment must be created and protected where people feel supported, heard, and able to do their personal best. We must seek out, welcome, educate and learn from an increasingly diverse group of theatre-makers and enthusiasts that is reflective of the ever-evolving demographics of the international theatre community.

Accessibility

The quality of being able to be reached or entered. Accessibility takes on many forms, and Parallel 45 is committed to regularly assessing and improving our events as they relate to accommodating all artists and community members. Any procedures required to access Parallel 45 programming or activities will be clearly noted well in advance of scheduled events.

Supporting Policies

Wheelchair policy

ASL Interpretation policy