**Front and Centre Productions, Inc.**

**Diversity, Equity, and Inclusion Policy**

Diversity, equity, and inclusion (DEI) is a term or idea used to describe programs and policies that promotes the representation and participation of any and all groups of individuals. Diversity, equity, and inclusion works to encompass people of different ages, ethnicities, cultures, religions, sexual orientations, genders, and races.

Front and Centre Productions, Inc. is committed to fostering, cultivating, and preserving a culture of diversity, equity, and inclusion.

The collection of the individual differences, life experiences, inventiveness, self-expression, knowledge, unique capabilities, and talent that our board members, staff, and volunteers invest in their work represents not only the culture, but the reputation and achievement of the organization as well.

We embrace and encourage our participants’ differences in age, ethnicity, gender identity or expression, language, nation-origin, abilities, race, religion, socio-economic status, and other characteristics that make our participants unique.

Front and Centre Productions, Inc. diversity initiatives are applicable—but not limited to—our practices involving programs such as IGNITE Youth Theatre, ILLUSIONS Dance Studio, INSPIRE Community Theatre, IMAGINE Arts and Crafts, and ILLUMINATE Music. We are committed to the ongoing development of an environment built on the premise of gender and diversity equity that encourages and enforces:

* Respectful communication and cooperation between all staff and volunteers
* Teamwork and staff / volunteer participation, permitting the representation of all groups and perspectives
* A safe environment for the self-expression of program participants
* The exploration of terms and definitions associated with DEI so it will spark deep conversations about how individuals interpret and experience discrimination
* The understanding of our own and our team’s implicit or unconscious biases in order to prevent their interference in program participation or leadership
* The understanding that values written in this policy are only a start and we must weave these values throughout our various programs

Front and Centre Productions, Inc. agrees to abide by the following action items in order to promote diversity, equity, and inclusion:

* We will take action to improve and maintain diversity, equity, and inclusion in our board and leadership positions
* We will train our personnel to be responsible for orienting, onboarding, and training our staff and volunteers on equitable practices
* We will be transparent about our programs, staff members, and volunteer responsibilities
* We will create a system of accountability to create awareness and address unconscious biases during all programming, recruiting, and processes

All board members, staff, and volunteers of Front and Centre Productions, Inc have a responsibility to treat others with dignity and respect at all times. All are expected to conduct themselves in a manner that reflects inclusion during rehearsals, events, and performances.

Any board member, staff, or volunteer found to have exhibited any inappropriate conduct or behavior against others may be subject to disciplinary action.

Any board member, staff, volunteer, or participant who believe they have been subjected to any kind of discrimination that conflicts with our diversity, equity, and inclusion policy should reach out to the Executive Director, Stephen Switala, and the President of the Board, Peg Ransel.