The Broad Stage
Equity, Diversity and Inclusion Statement, Policy and Plan
Adopted June 20, 2019

Statement
The Broad Stage seeks to be a prominent arts and culture resource for Los Angeles residents and visitors, focusing on the diversity of race, gender, class, ability, age and orientation as factors in curation, staffing and governance. Established in partnership with Santa Monica College in 2008, The Broad Stage is committed to aligning with the College’s culture of equity and inclusion. Through this commitment, The Broad Stage will carry out its mission to gather artists, thinkers and audiences to celebrate our shared humanity and expand the role the arts play in the vitality of our diverse community.

Policy
The Broad Stage’s Board of Directors recognizes that unconscious bias is part of human nature. Because it is in our culture, it is an issue that requires continual evaluation and awareness of its effects on our decision-making. We understand that our role in the community as a non-profit presenter of performing arts is to convene audiences in an effort to offer proximity to cultural difference. The Broad Stage is committed to creating a governance structure that represents this value proposition as a performing arts presenter, which in turn will lead to diversity of staff and programming.

Plan
The Broad Stage adapts its practices to the community and its needs. The Broad Stage is committed to addressing cultural understanding, leadership and expression for our organization and the field.

Board of Directors
- Commit time and resources to create more diverse governance and advisory bodies.
- Expand cultural competency and advocacy skills of each member in order to provide informed, authentic leadership toward equity at The Broad Stage and how it is expressed.
With our Staff

- Pursue cultural competency throughout our organization through substantive and sustained learning.
- Improve the cultural leadership pipeline by creating and supporting policies and recruitment fostering leadership that reflects the full breadth of the Los Angeles community.
- Acknowledge and dismantle any inequities within our policies, systems, programs and services, and report organizational progress.

On Stage

- Provide a platform for contemporary viewpoints addressing equity and diversity.
- Represent all art forms and cultures authentically with input from artists and representatives.
- Create a balance of gender, age and race for artists each season.
- Offer American Sign Language interpretation on request for select performances.

For our Community

- Present artists as part of our Education & Community programs who are reflective of the audiences, students and families we serve.
- Provide responsive and substantive arts programs, matching The Broad Stage resources and expertise to the goals of partner organizations and schools.
- Include community voices in the evaluation and generation of Education & Community programs to ensure relevance and impact.
- Reduce economic barriers via lower family pricing, community ticket codes and admission-free programming.