

Alabama Conference of Theatre Diversity, Equity, and Inclusion Statement

The Alabama Conference of Theatre (ACT) is committed to modeling diversity, equity, and inclusion for the theatrical communities of Alabama as well as the nation. We respect and value diverse life experiences and heritages, strive toward equitable treatment of our members, and support members who nurture diversity and equity in their places of work and in their broader communities. We challenge ourselves to question assumptions, expand knowledge, and implement plans to foster a more inclusive entertainment industry. ACT is committed to partnering with organizations, businesses, and individuals that share our dedication to creating and maintaining an inclusive environment with equitable treatment for all.

ACT aims to evoke positive changes in expanding the American landscape of storytelling, as embodied in live theatre, to authentically reflect the diversity of Alabama and American society. We endeavor to engage in progressive dialogue surrounding diversity, equity, and inclusion with our membership and industry leaders so as to encourage a more equitable, fair and inclusive work environment for all. ACT aims to include people who have been historically underrepresented both on and off the stage in the industry and we strive to unite our community in these shared endeavors.

This is just the beginning and our policy will evolve and develop over time as the world around us changes, and as we learn more along the journey.

ACT is Committed to the following actions:

- Include, respect, and appreciate differences in race, ethnicity, gender, age, national origin, disability, sexual orientation and identity, education, and religion in our goals and objectives.
- Create structured opportunities for the Board and membership to increase awareness and understanding of the issues inherent in the work of inclusion and diversity.
- Keep diversity, parity, and equity at the forefront of our considerations with regard to the nomination of candidates for our Board, and ensure our staff hiring practices fully reflect our commitment.
- Recognize success and advocate for an American theatre that represents a robust body of work of both familiar and unfamiliar voices.
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ACT commits to a yearly internal Diversity, Equity, and Inclusion audit; as well as a commitment to an external audit every 4 years, beginning with 2021.

Updated September 2021