

act2studioWORKS Inclusion Statement

act2studioWORKS, its members, its staff, and participants are committed to inclusion, diversity, equity, and accessibility in the workplace.

act2studioWORKS welcomes participation that meet its current membership eligibility criteria: from members of racialized groups/visible minorities, Indigenous persons, persons with disabilities, persons of any sexual orientation, and persons of any gender identity or gender expression.

act2studioWORKS promotes inclusion, diversity, equity, and accessibility by being an ally. An ally is a collective or persons that actively promote and aspire to advance the culture of inclusion through intentioned positive and conscious efforts that benefit people as a whole and focus on equity-seeking groups. Allyship is showing up and using the power and privilege it has to further the fight against injustice in any form. act2studioWORKS recognizes that allyship is a lifelong process of building relationships based on trust, consistency, and accountability with marginalized individuals and groups.

Practising diversity means inviting diverse populations to participate in all aspects of the dramatic arts offered by act2studioWORKS – it's the law.

act2studioWORKS invites diversity by:

- Being an active, attentive, and objective listener
- Being mindful and respectful of other positions
- Being mindful of body language and facial expressions
- Being supportive of divergent points of view

act2studioWORKS provides barrier free access to a space that is physically and mentally accessible - it's the law

- Provides a physical environment that is barrier free
- Provides a learning space(s) that is free of discrimination, prejudice, intolerance, bigotry, sexism, and chauvinism
- Provides a collaborative space(s) where a diversity of ideas is respected

act2studioWORKS embraces, encourages, and promotes inclusion by fostering creativity and nurturing original work in all persons – it's a choice that act2studioWORKS firmly believes in, It:

- Provides collaborative spaces where a diversity of ideas is respected
- Provides transparency in its policies and practices so that unconscious biases are exposed and addressed
- Provides a sustainable environment where participants can choose to participate at whatever level of involvement that fits his/her/their personal needs