

## **Equity and Justice Pledge**

At The Blue Room Theatre we believe that stories humanise, inspire and connect our individual and collective experiences, and that they must be nurtured and celebrated in all their diverse forms.

While The Blue Room Theatre has been working to redress historic and systemic racism, we acknowledge that we have not done enough. There are many communities in our society that continue to face discrimination and are excluded on the basis of their race and ethnicity.

We recognise that White Australia and the mainstream arts industry has been built on racist and colonial policies and attitudes that reward exclusion. We recognise that in the past we have been complicit in perpetuating these structures of exclusion. We also recognise that there are intersectional systems of oppression that marginalise individuals and identities beyond race and culture, and these communities continue to be kept out of spaces of decision making, while having to shoulder a disproportionate burden to educate and hold others accountable.

We must change this.

We commit to actively interrogating our organisation, structures, and policies so that not only our stages but our programs, membership, board rooms, foyers and venues accurately reflect and celebrate the beautiful, rich and diverse communities in Western Australia.

We commit to removing systemic barriers. We commit to unpacking our own unconscious bias, privilege and power. We commit to listening more. We commit to making room for new people, and voices. We commit to implementing safe and inclusive practices. We commit to being generous and open hearted.

This is necessary and urgent work.

We also recognise that this is ambitious work that will take time.

So our plan is to initially focus on working with communities that identify as culturally diverse, acknowledging that identities are intersectional and our work with one community will inform our subsequent work across all communities that are marginalised and discriminated against.

We began this process by engaging in a Diversity and Inclusion Audit in 2020. Now, our newly established Equity and Justice Working Group (comprising of Board, Staff, Members and Industry) will work together to create an Equity Action Plan that will inform policy, operations and activities over the coming years.

This plan will be responsive and embedded across all levels of our organisation and reviewed on a regular basis to ensure we continue to do better. We hope that our members, and wider community, old and new, will hold us accountable to this pledge as we aim to become more transparent, equitable and sustainable through all facets of our organisation.

This public commitment is endorsed by all staff and the Board of The Blue Room Theatre.