



Equity, Diversity & Inclusion Policy

Promoting a Culture of Respect, Fairness, and Creativity

INTRODUCTION

Haslemere Players serves as a pivotal cultural hub that brings people together through the power of performance and storytelling. Ensuring that Haslemere Players is inclusive, equitable, and diverse is essential to fostering a welcoming environment where everyone can participate and thrive. This Equity, Diversity, and Inclusion (ED&I) policy outlines the principles and practices that our society commits to uphold, promoting respect, fairness, and creativity for all members and participants.

PRINCIPLES OF EQUITY, DIVERSITY, AND INCLUSION

Our ED&I policy is founded on three core principles:

- **Equity:** Ensuring fair treatment, opportunities, and advancement for all individuals while striving to identify and eliminate barriers that have prevented full participation.
- **Diversity:** Embracing and valuing the differences in the backgrounds, perspectives, and experiences of our members, participants, and audiences.
- **Inclusion:** Creating an environment where everyone feels welcome, valued, and supported to fully participate and contribute.

COMMITMENTS

To uphold these principles, our society commits to the following actions:

1. INCLUSIVE PRACTICES IN RECRUITMENT AND PARTICIPATION

We will actively seek to diversify our membership and ensure that our recruitment practices are inclusive of all individuals, regardless of race, ethnicity, gender, sexual orientation, age, disability, religion, or socioeconomic status. This includes:

- Advertising opportunities widely through various channels to reach diverse audiences.
- Removing any unnecessary barriers to participation, such as high membership fees or restrictive audition processes.
- Providing support and accommodations for individuals with disabilities to ensure full participation in all activities.

2. CREATING A SAFE AND RESPECTFUL ENVIRONMENT

We are committed to fostering a culture of respect and safety within our society. This includes:

- Implementing a zero-tolerance policy for any form of discrimination, harassment, or bullying.
- Providing training and resources to all members on ED&I principles and respectful behaviour.
- Establishing clear procedures for reporting and addressing any incidents of misconduct.

3. REFLECTING DIVERSITY IN PRODUCTIONS

We will strive to ensure that our productions reflect the diversity of our community and the broader world. This includes:

- Choosing plays and performances that include diverse characters and stories.
- Casting decisions that consider and reflect diversity, ensuring that roles are accessible to all members.
- Engaging with diverse creative teams, including directors, musical directors, and set designers.

4. PROMOTING ACCESSIBILITY AND INCLUSIVITY IN PERFORMANCES

We aim to make our performances accessible and inclusive to all audiences. This includes:

- Providing accessible venues and facilities for performances.
- Offering accommodations such as sign language interpretation, audio description, and captioning for performances.
- Ensuring that promotional materials are accessible and inclusive.

5. ONGOING EVALUATION AND IMPROVEMENT

We recognize that our commitment to ED&I is an ongoing process. We will continuously evaluate and improve our policies and practices to ensure they remain effective and relevant. This includes:

- Regularly reviewing our ED&I policy and making necessary updates.
- Seeking feedback from members, participants, and audiences on our ED&I efforts.
- Engaging with external experts and organizations to stay informed of best practices and emerging trends in ED&I.

The trustees of Haslemere Players will have responsibility for implementing and promoting equal opportunities within the society, dealing with issues, routinely monitoring policies and procedures and making recommendations for action. The trustees will also:

- Promptly address equal opportunities issues at an individual and society level following the process as written in the Complaints policy.
- Review the Equity, Diversity & Inclusion Policy annually and revise, where appropriate

CONCLUSION

By embracing and promoting equity, diversity, and inclusion, Haslemere Players can create a vibrant and dynamic community where everyone feels valued and empowered to contribute their unique talents and perspectives. Together, we can build a more inclusive and equitable environment that enriches our artistic endeavours and strengthens our social bonds.