

Non-Discrimination Policy, Open Book Theatre Company

Open Book Theatre Company does not and shall not discriminate on the basis of race, color, religion (creed), gender, gender expression, age, national origin (ancestry), disability, marital status, sexual orientation, or military status, in any of its activities or operations. These activities include, but are not limited to, hiring and firing of staff, selection of volunteers and vendors, and provision of services. We are committed to providing an inclusive and welcoming environment for all members of our staff, clients, volunteers, subcontractors, vendors, and clients.

Open Book Theatre Company is an equal opportunity employer. We will not discriminate and will take affirmative action measures to ensure against discrimination in employment, recruitment, advertisements for employment, compensation, termination, upgrading, promotions, and other conditions of employment against any employee or job applicant on the bases of race, color, gender, national origin, age, religion, creed, disability, veteran's status, sexual orientation, gender identity or gender expression.

Policy approved by the Board of Directors in April, 2019

Diversity and Inclusion Philosophy

In addition to not discriminating, we acknowledge that we need to actively work to make inclusion and diversity a priority. We cannot just sit back and wait for a diverse population to find us so that we can welcome them. In order to facilitate this we will actively seek the input from diverse communities. We will make clear and give top billing in every job posting and audition notice that diversity is welcome. We will be aware of who is at our table, invited to our auditions, etc, and actively look to add diversity in authentic ways. We acknowledge that we cannot have diverse casts if we don't have diversity in the audition room, and so challenge directors to make sure our lists are inclusive. We will practice color conscious casting, avoiding "diverse casting" that reinforces stereotypes (for instance, we will not say we have diverse casting and only cast minorities in servant type roles). We are committed to getting the word out to diverse communities through trusted colleagues who have connections beyond our own. We will listen when diverse groups tell us about how they felt welcomed (or not) and work to improve. We acknowledge that this is ongoing work, and that diversity in our organization and community will look different than diversity in other organizations and their communities.