Elmwood Playhouse
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We All Belong

Our mission at Elmwood Community Playhouse is to provide a local, intimate setting for live theatre—a place to share the stories that connect our lives. We value quality, diversity, and community. To achieve our mission and honor our values, our vision is that live theatre is a unique and essential component of society. We seek to provide opportunities for creative expression, to reflect the diverse voices of our community, to collaborate with other local organizations, and to engage our audience members now and into the future.

To that end, the Board of Directors and the membership of Elmwood Community Playhouse understands that everyone is unique and can share in these experiences. We are committed to diversity, equity, and inclusion in all that we do and in every step of the artistic process. We understand that this work is never complete and must be on-going.

Definitions

Some may think that defining words will solidify a meaning and make it distinct and clear. Our goal here, however, is to provide a base level of clarity as these terms are currently understood, and a starting point upon which to build. We recognize that meanings of words and phrases expand and change over time and that, at some point in the future, these definitions will need to be reexamined. Credit for these definitions is given to the New York State Board of Regents; the University of California, Berkeley Center for Equity, Inclusion, and Diversity; and the University of Houston's Center for Diversity and Inclusion.

Diversity: Includes, but is not limited to, race, color, ethnicity, nationality, religion, socioeconomic status, veteran status, education, marital status, language, age, gender, gender expression, gender identity, sexual orientation, mental or physical ability, genetic information, and learning styles.[1]

Equity: The guarantee of fair treatment, access, opportunity, and advancement for all while striving to identify and eliminate barriers that have prevented the full participation of all groups.[1]

Inclusion: Authentically bringing traditionally excluded individuals and/or groups into processes, activities, and decision/policy making in a way that shares power and ensures equal access to opportunities and resources.[1]

We believe our commitment to diversity, equity, and inclusion is vital to deepening our relevance and effectiveness among our membership and in our larger community. It supports our mission and vision. In everything we do, we endeavor to be conscious of and address deeply entrenched practices, norms, and processes. We acknowledge that this work requires a sustained commitment, and that vigilance plays a key role in this shared responsibility.

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[1] NYS Board of Regents Framework on Diversity, Equity, and Inclusion in New York's Schools: A Call to Action. June 30, 2022

https://www.regents.nysed.gov/common/regents/files/421brd1.pdf