

## Equity, Diversity, Inclusion and Accessibility Statement

Last revised in January 2024

### OVERVIEW

The National Theatre School DramaFest has a vision of theatre for everyone, but we know and acknowledge that we're not there yet. We know that not all voices are heard and not all members of our community are represented on stages in the theatre sector-- and neither are they represented offstage in the education sector.

We are working toward offering space and support to students, teachers and emerging artists from diverse backgrounds. We're committed to making equity, diversity, and inclusion a priority at the DramaFest as it is for NTS<sup>1</sup>. And we want to help *you* (and everyone who is involved in the DramaFest in some capacity) to be a part of that change by providing education and resources on these topics.

### Defining Equity, Diversity, Inclusion and Accessibility:

Equity refers to parity in policy, process, and outcomes for historically and/or currently underrepresented and/or marginalized people and groups while accounting for diversity. It considers power, access, opportunities, treatment, impacts, and outcomes, in four main areas:

- Representational equity: the proportional participation at all levels of an institution;
- Resource equity: the distribution of resources in order to close equity gaps;
- Equity-mindedness: the demonstration of an awareness of, and willingness to, address equity issues;

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<sup>1</sup> If you want to stay updated on our actions to fight systemic racism at NTS, you can do so [here](#)

- First-hand knowledge: the recognition of context experts through their lived/living experience and the necessity to adapt practices to impartially serve equity seeking groups.

Diversity. Differences in the lived experiences and perspectives of individuals, which may include ethnicity, colour, ancestry, place of origin, political belief, religion, marital status, family status, physical disability, mental disability, sex, gender identity or expression, sexual orientation, age, class, and/or socio-economic situations.

Inclusion is an active, intentional, and continuous collective process to address inequities in power and privilege, and to build a respectful and diverse community that ensures welcoming spaces and opportunities to flourish for all.

Accessibility “is about accounting for the diverse bodies and minds present in our communities and planning for this diversity.”<sup>2</sup>

Accessibility is the measure of inclusivity. It can be centred but is mostly never achieved “in full”. We all go through life with different experiences and when thinking about accessibility is thinking about who are included and excluded from the experience created. The ways something is planned, created, designed and communicated determines how inclusive it is to all members of the community.

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<sup>2</sup> Angela Frederick, University of Texas-El Paso and Laura Mauldin, University of Connecticut