



Gateway Theatre Equity, Diversity & Inclusion Plan 2023

Gateway's Equity, Diversity & Inclusion (EDI) Plan is intended to clearly establish objectives for 2023 with respect to EDI matters and to hold ourselves accountable for this work.

The plan has three areas of focus: Our People, Our Public, and Our Programming; the areas overlap and intersect with our department areas within the company.

This plan was created in consultation with Gateway's administrative staff team.

An updated version will be published in July 2023, outlining progress to date. The 2024 version of this plan will report on 2023 progress.

We acknowledge that both as an organisation and as individuals we are in a constant learning process. In that spirit, we will engage consultants to help guide us. We also recognise that as we learn, we may need to change or evolve aspects of this plan.

Terms Used

By Equity, we mean the fair and respectful treatment of all people, particularly those who have historically been and/or are currently marginalized, which is achieved through the removal of barriers that create inequality in access to resources, opportunities or security.

By Diversity, we mean the demographic mix of the community with a focus on those who are marginalized and under-represented at Gateway.

By Inclusion, we mean the active, intentional, and continuous process of creating an environment where everyone feels welcome, is treated with respect and is able to fully participate.

We use the term "marginalized" to refer to people or groups who experience discrimination and/or exclusion based on one or more things including but not limited to racialization, disability, gender identity or expression, financial status, or identity as an Indigenous person.



Our People

These are the people who work at Gateway as employees, as contractors, and as volunteers. It includes our administrative, operational and technical teams, our artists and educators, our board members and our volunteers.

Our Aspiration

That the people involved in imagining, creating, executing and guiding Gateway's activities mirror our community and reflect a breadth of backgrounds, experiences, and perspectives, at all levels of the organisation. That our company culture reflects relational values and a culture of care.

Recent Progress

- Updated our Expected Conduct and Respectful Workplace policies using an EDI lens
- Created an Equity, Diversity & Inclusion policy and a more robust Accessibility policy
- Training was provided for staff on
 - o Anti-oppression
 - o Disability awareness
 - o Reconciliation
- Drafted a survey with Bakau Consulting to conduct an internal audit encompassing both representation and experiences.

2023 Priorities & Objectives

- 1) Launch the survey mentioned above and determine next steps based on the independent audit report.
- 2) Provide annual training for staff in topics related to diversity, equity and inclusion, with a focus on recognising the experiences of distinct communities.
- 3) Engage a consultant to design a focus group for racialized and/or marginalized staff to bring issues, concerns or recommendations to light

Our Public

These are the people we interact with via our artistic offerings, education programs, rentals and related initiatives. They are our audiences (at the venue, online and in the community), our class and workshop participants, our donors, and our rental clients.

Our Aspiration

That the people who participate in Gateway's offerings and activities are reflective of our community and that barriers to access are regularly identified and removed.

Recent Progress

- Made pay-what-you-will performances a standard aspect of our MainStage productions
- Conducted an accessibility audit of the venue and office spaces
- Experimented with making one set of our washrooms gender-neutral for our holiday production
- Published an accessibility page on our website
- Trained staff in offering relaxed performances, based on input from community members with lived experience

2023 Priorities & Objectives

- 1) Build new relationships with East Asian families and children through our A Year of Blessings audio plays
- 2) Add visual stories to our website, one for "How to Get Here" and one for Hey Viola
- 3) Provide sighted guide training for front of house workers and volunteers
- 4) Hold an Open Experience* performance of our 2023 Holiday Musical
- 5) Investigate educational materials or training for Academy instructors to better equip them to support neuro-divergent youth in their classes

*Includes several elements of a Relaxed Performance

Our Programming

These are the shows we produce and present, the events we put on, the classes or workshops we offer, the discussions we facilitate and the stories we tell or highlight. This happens on stage, in the community and online.

Our Aspiration

That the events, performances and experiences that Gateway offers are relevant to and reflective of the diverse Richmond community. That Gateway offers a platform for underrepresented artists and arts communities, including those working outside Eurocentric traditions.

Recent Progress

- Created a free Culture Days event featuring Star Band, who perform in Mandarin and Cantonese
- Programmed *A Year of Blessings* audio-plays for youth, highlighting Lunar calendar and Chinese holidays
- Began conversations with vAct (Vancouver Canadian Asian Theatre) DramaOne and TaiwanFest regarding future programming collaborations

2023 Priorities & Objectives

- 1) Cultivate relationships with Indigenous communities and artists, building on the presentation of *Prophecy Fog*
- 2) Collaborate with the Firefly Project to create a cross-cultural, intergenerational storytelling project for Culture Days
- 3) Revive our Company in Residence program with a focus on developing diverse, large-scale work