



Gateway Theatre Equity, Diversity & Inclusion Plan 2025-2026 Season

Gateway's Equity, Diversity & Inclusion (EDI) Plan is intended to clearly establish objectives for the 2025-2026 season 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 is published each year, outlining progress to date. The 2026-2027 version of this plan will report on 2025-2026 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.

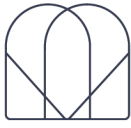
By Inclusion, we mean the active, intentional, and continuous process of creating an environment where everyone feels welcome, is treated with respect and is able to fully participate.

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.



A STAGE FOR RICHMOND

Registered charity: #11911 8875 RR0001



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

- Ongoing Training is provided for staff on:
 - o Anti-oppression
 - o Disability awareness
 - o Mental health
- Staff and contractors participated in training with the Canucks Autism Network to create more understanding around working with neurodivergent staff, patrons, and artists.
- Shortened the workweek for our MainStage holiday musical to a 5 day work week, to create a healthier creative environment for our artists, crew and stage management.

2025-2026 Priorities & Objectives

- Continue to provide annual training for staff in topics related to diversity, equity and inclusion, with a focus on recognising the experiences of distinct marginalized communities.
- Engage a consultant from the local Musqueam community to work with Gateway staff on developing a deeper understanding of the land we occupy.
- Provide workshops in non-violent communication and conflict resolution for our staff, crew and contractors.

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

- Added 2-for-1 performances for all our MainStage Productions.
- Continued pay-what-you-will performances as a standard aspect for all of our MainStage productions.
- Added visual stories to our website: one for "How to Get Here," one for each of our MainStage & Studio productions, and one for our auditions.
- Held an Open Experience* performance for each of our MainStage productions.
- Implemented training for our Academy instructors to work with neurodivergent youth in their classes.
- Continued the use of our gender-neutral washroom for all programming, events and activities in the venue.

2025-2026 Priorities & Objectives

- Work with our local Musqueam consultant to create a more robust land acknowledgment to be used before all public facing events, shows, meetings, and gatherings.
- Continue to work with the City of Richmond on accessibility features for our building, including improvements to our gender-neutral washrooms, and door widening and railings in our Mainstage theatre.

*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

- Collaborated with a Silk Road Music to create a cross-cultural, intergenerational concert for Lunar New Year.
- Continued our commitment to ensuring that the artists on our stages represent the community that we live in.
- Began conversations regarding future programming and development collaborations with theatre companies that represent the cultural makeup of our community and have a focus on producing/presenting work by IBPOC artists.
- Hosted Gateway Theatre's first Pride event, *True Voices*, a storytelling event for LGBTQ2+ members and allies.

2025-2026 Priorities & Objectives

- Continue our programming that centres holidays of the Lunar Calendar, with events celebrating Mid-Autumn Festival and Lunar New Year.
- Continue to provide surtitles in Traditional and Simplified Chinese characters for selected Mainstage Productions.
- Revive our play development program and work with companies that have a focus on producing/presenting work by IBPOC artists to create large scale diverse work.
- Continue our Pride programming with another storytelling event to celebrate our LGBTQ2+ members and allies.