



## CULTURAL EQUITY AND INCLUSION STATEMENT, POLICY AND PLAN

### CULTURAL EQUITY AND INCLUSION (CEI) STATEMENT

At its core, the Ford Theatres is committed to advancing cultural equity and inclusion on its campus, in its programming and in the regional arts ecosystem. This commitment comes from a central value of the organization: the belief that it is an inherent right of all human beings to have broad access to meaningful, engaging and joyful arts experiences. As an institution operated through a public-private partnership between the County of Los Angeles and Ford Theatre Foundation, the Ford strives to serve as the home for LA County's multitude of cultures, communities, and identities. We define culture in inclusive terms to consider race/ethnicity, gender, sexual orientation, national origin, age, disability status, religion, class, and indigenous heritage. These values deeply informed the formulation of the Ford Theatres' [Vision, Mission, and Values](#) and guide us as we critically examine the ways that equity is fostered or hindered in our practices, processes, and organizational culture.

### CEI POLICY & PLAN

Ford Theatres leadership and staff acknowledge that it is critical to include practices throughout the fabric of the organization to advance equity within the Ford Theatres' community and sphere of influence. This commitment is infused in all areas of the organization's work as described below. The Ford Theatres will implement its commitment to cultural equity and inclusion by:

#### Programming:

- Develop and utilize tools to review prospective and confirmed programming to ensure its representativeness of the diversity of identities inherent to Los Angeles County.
- Document existing and establish new protocols that facilitate diversity in programming in terms of race/ethnicity, gender, sexual orientation, national origin, age, disability status, religion, class, and indigenous heritage.

#### Staffing:

- Develop job description language and hiring practices to remove barriers that discourage application submissions from a diverse applicant pool in terms of race/ethnicity, gender, sexual orientation, national origin, age, disability status, religion, class, and indigenous heritage.
- Assess organizational culture in all divisions to check for and address dynamics and conditions that hinder welcoming a diverse workforce in terms of race/ethnicity, gender, sexual orientation, national origin, age, disability status, religion, class, and indigenous heritage.
- Provide ongoing anti-racism and cultural competency training for staff and incorporate learnings into the Ford's everyday organizational practices.
- Establish frameworks for constructive discussion about identity, equity, diversity, inclusion, and access.



#### Board and Governance:

- Develop protocols that consider race/ethnicity, gender, sexual orientation, national origin, age, disability status, religion, class, and indigenous heritage to inform board member recruitment.
- Create frameworks for board member contribution plans that include valuation assessments of in-kind and connection-making contributions in lieu of cash board dues, providing pathways for board service from lower-income individuals.

#### **IDEA TEAM**

The Ford Theatres will identify a minimum of three staff and one board member who will serve as the organization's IDEA (Inclusion, Diversity, Equity and Access) team. This team will meet on a regular basis to conduct assessments of the Ford's above listed organizational practices and processes, document successful approaches to equity, and identify areas of inequity that need addressing by Ford Theatres leadership and staff. The IDEA team will also be responsible for making recommendations and setting equity goals for subsequent phases of the Ford's CEI planning. This initial phase of work will commence July 1, 2019 and conclude June 30, 2021; results of the audits and the IDEA team's recommended next steps will be shared publicly on the Ford Theatres website and other publications as appropriate, as well as at regular meetings of the Ford Theatre Foundation Board of Directors.

#### **LOS ANGELES COUNTY ALIGNMENT**

The Ford Theatres CEI Statement, Policy and Plan have been developed to be in alignment with the [Los Angeles County Arts Commission's Cultural Equity and Inclusion Initiative](#) Vision and Values:

**Inclusion and Access:** Every resident of Los Angeles County has opportunities and access to encounter, appreciate, participate in, learn and be informed about the arts and culture.

**Cultural Equity:** All people have the right to inherit, develop and engage in intellectual, emotional, material, and spiritual traditions and heritage. Arts and cultural organizations and artists from all disciplines and cultural traditions are valued equally and supported equitably.

**Diversity:** Arts and cultural organizations reflect and embrace the diversity of the County in staffing, leadership, and programming, including artists and audiences/participants.

**Guiding Principles:** Every individual participates in creative thinking and expression. Every individual has the right to engage in arts and culture that celebrate their highest potential. Our community's diversity is an asset to our arts and cultural environment and our economy. Including communities through the arts and culture achieves our highest potential, by promoting mutual respect and understanding.

The Ford Theatres CEI Statement, Policy and Plan also complement the [Los Angeles County Policy of Equity \(CPOE\)](#) which is intended to preserve the dignity and professionalism of the workplace as well as protect the right of employees to be free from discrimination, unlawful harassment, retaliation and inappropriate conduct toward others based on a protected status.