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## Our Commitment to Anti-Racism

Ballet BC is deeply committed to combating the systemic racism that exists within our society, and to being an organization that welcomes, amplifies, and celebrates the voices of all ethnicities and cultural identities. We recognize and acknowledge the pain that racism has caused and causes in the lived experiences of people within our community of artists, staff, and audiences.

Ballet BC belongs to the broader field of dance, an art form that presently and historically marginalizes BIPOC and members of racialized communities. Diversity, equity, and inclusion have been overlooked and undervalued. Art is a mirror to society; our company and the work we produce must reflect the community we represent, in all its beauty and complexity. Our company is working towards re-imagining an organizational culture that upholds these values as absolutely vital in the work we do, and the art we share.

We are dedicated to listening, learning, and acting in order to pursue and embrace change within our company, industry, and society as a whole. Ballet BC is investing essential resources in this ongoing work, which includes the following commitments:

1. We will continue to listen.

We understand the importance of listening to the racialized and minoritized members of our community. We will initiate internal dialogue to share experiences and understanding of systemic racism, and to generate ideas about what actions Ballet BC can take to support Black, Indigenous, and racialized members of our community.

2. We will generate opportunities to learn.

The company will commit additional resources to providing opportunities for collaboration and learning with and from Black, Indigenous, and racialized members of the dance community, including our ongoing work with local Indigenous dance artists through the Choreographic Lab initiative.

3. We will deepen our organizational understanding.

We recognize the need for further education and diversity and inclusion work within our team, including our artists, staff, and board of directors. Ballet BC will continue to provide opportunities for its team members to engage in this essential work.

4. We will engage and recruit diverse talent.

Representation matters. We are committed to expanding access to Ballet BC and dance as a whole by engaging with diverse communities both locally and globally. In order to pursue institutional equity and change, we must begin with actively ensuring representation and creating an environment that supports diversity.

5. We will provide access to dance education and training.

Ballet BC is privileged to have a large platform and strong connections in the education community. Through our Outreach and Education programs, we remain committed to providing opportunities for at-risk youth, marginalized and racialized communities, and other diverse groups that experience barriers to art to engage in dance and movement as a mode of cultural expression and understanding.