



## **EQUITY AND INNOVATION ORGANIZATIONAL COMMITMENTS**

- 1) EMPLOYEES: We are committed to equitable treatment and elimination of social injustice in all its forms throughout the organization to create a workplace that values and welcomes diversity.**
  - a. Review all HR policies to eliminate inequities
  - b. Develop intentional recruitment strategies to engage with diverse candidates, with a specific focus on recruiting diverse employees at the director and leadership levels
  - c. Create a comprehensive staff and board education and training plan to establish a deeper knowledge base and understanding regarding racial equity and social justice issues
  - d. Require employees to attend or engage in at least one professional development experience that deepens understanding of diverse cultures, social justice and diversity issues and bring this learning and understanding into the organization
  
- 2) LEADERSHIP: We are committed to recruiting and retaining diverse organizational leadership, board, committee and council members.**
  - a. Actively participate in at least one external group that promotes professional, educational, cultural or social justice advancement for people of color
  - b. Intentionally engage board, committee and council members in ways that encourage members to maximize their full skills, expertise and experiences to advance Overture's mission
  
- 3) FINANCIAL: We are committed to investing in the activities, programs and initiatives to support an environment that truly provides extraordinary arts experiences for ALL.**
  - a. Prioritize funds for artistic programs that explicitly support access for and engagement with diverse populations
  - b. Fund professional development experiences, training and education for staff and board
  - c. Require departments to include at least one diversity, equity and inclusion initiative in their annual plan and budget
  - d. Invest in additional human resources to support the above commitments and tactics

**A dashboard will be created to establish, track and communicate metrics, goals and progress.**