

ANTI-RACISM, ACCESS, AND EQUITY

A: STATEMENT OF COMMITMENT

The City of Dallas is made up of people from diverse communities and equity-seeking groups defined as ALAANA and LGBTQIA+. We recognize that barriers to services may exist for members of diverse communities, particularly for equity-seeking groups, and we are committed to acting as a positive force in eliminating these barriers.

To achieve this, TITAS/DANCE UNBOUND will:

Strive to ensure that diverse communities have equitable access to its services, resources and decision-making; act in a nondiscriminatory manner and promote the goals of anti-racism, access and equity; and take reasonable steps to ensure its services, programs and decision-making reflect the principles and objectives of the community it serves.

The TITAS/DANCE UNBOUND prohibits discrimination or harassment and protects the right to be free from hate activity and any other actions based on age, ancestry, citizenship, creed, religion, color, disability, ethnic origin, family status, gender identity, sexual orientation, marital status, military service or veteran status, membership in a union or staff association, political affiliation, race, sex, or any other personal characteristic protected by law.

B: POLICY AND ACTIONS ON ANTI-RACISM, ACCESS, & EQUITY

Governance

TITAS/DANCE UNBOUND is committed to achieving representation of the diversity of the Dallas community on its Board of Directors by ensuring that it has an equitable and transparent nominations process, that this process is communicated to all members, and that members are committed to outreach beyond the current membership, if necessary, to achieve this goal.

The Nominating Committee takes an open and inclusive approach to evaluating, recruiting and selecting nominees to the Board of Directors. TITAS/DANCE UNBOUND actively seeks candidates from across the community and encourages people from all equity-seeking groups to consider a position on our Board of Directors.

Employment

TITAS/DANCE UNBOUND is an equal opportunity employer and does not discriminate against employees and applicants for employment. All employment decisions and all employment-related matters such as recruitment, staff selection, compensation, retention, promotion, benefits, transfers, reductions in force, training and education, disciplinary action, termination, and other terms and conditions of employment are administered without regard to race, color, religion, creed, ethnic or national origin, ancestry, sex, age, marital status, veteran status, disability, sexual orientation, gender identity or any other status or characteristic protected by law.

TITAS/DANCE UNBOUND seeks to maintain an environment where all individuals are treated with dignity and respect and are free from all forms of discriminatory treatment, behavior or practice. Discrimination, harassment, violence, and any other form of discriminatory practices will not be condoned or tolerated by TITAS/DANCE UNBOUND.

Services

TITAS/DANCE UNBOUND is committed to ensuring that its services and programs are accessible to diverse communities. This involves review of current outreach, communications, program planning and evaluation, to ensure our goals are being met.

TITAS/DANCE UNBOUND cross-promotes our programs with organizations serving diverse communities, and special populations such as seniors and individuals with disabilities.

TITAS/DANCE UNBOUND programs are all cross-sector cultural programs designed to serve individuals from all communities including but not limited to ethno-specific, economically disadvantaged, and the physically and mentally disabled. All facilities used by TITAS are expected to be ADA-compliant.

In addition, TITAS/DANCE UNBOUND will seek to provide services to disadvantaged individuals, low-income persons, families in poverty, and equity-seeking communities.

TITAS/DANCE UNBOUND has developed specific programs for disadvantaged persons including discounted tickets, free tickets, student rush tickets, professional courtesy discounts and free student matinees planned with specific partner organizations that focus on disadvantaged persons.

TITAS/DANCE UNBOUND has developed specific guidelines for access for seniors and people with disabilities such as priority seating, clear and open pathways for wheelchairs and mobility-assist devices, and staff assistance with navigating through the building.

Training and Education

TITAS/DANCE UNBOUND is committed to ensuring that those directly involved in the delivery of its services and programs have the knowledge, understanding and skills to work with and provide services to members of diverse communities, particularly equity-seeking communities.

TITAS/DANCE UNBOUND provides training opportunities for all employees to ensure their commitment to recognizing and avoiding bias towards any and all persons with whom they have contact in the course of performing their duties, whether patron, co-worker, subordinate, superior, board member, visitor, or independent contractor.

TITAS/DANCE UNBOUND has adopted anti-harassment, anti-retaliation, and anti-discrimination policies that set forth possible remedies and consequences for all staff members who violate policies. If a volunteer or contractor engages in conduct that violates any of TITAS' policies, including but not limited to its anti-harassment, anti-retaliation, and anti-discrimination policies, engages in any sort of misconduct in the course of performing their duties for TITAS, or engages in conduct that has the potential to bring discredit to TITAS, then TITAS has the authority to terminate the volunteer or contractual relationship.

Information and Communications

TITAS/DANCE UNBOUND is committed to ensuring that all of its communications, including information on its services and programs, are accessible to diverse communities.

Workplace Safety Policy

TITAS/DANCE UNBOUND is committed to providing a safe and healthy working environment for its staff and Board. TITAS/DANCE UNBOUND makes every effort to comply with all applicable OSHA standards and regulations. All employees are required to work to maintain safe and healthy working conditions. They should also adhere to proper operating practices and procedures established by TITAS/DANCE UNBOUND that are designed to prevent injuries and illnesses.

Contracted artists, staff, and members of the Board of Directors will be required to support the organization's commitment to, and to cooperate with, the occupational health and safety commitments under the applicable laws.

It is the duty of each employee to report to the Board of Trustees Chair, as soon as possible, any unsafe working conditions, injuries, accidents, or illnesses related to the workplace. Additionally, workers must protect their health and safety by complying with applicable Acts and Regulations and follow safety procedures and rules of TITAS/DANCE UNBOUND, the AT&T Performing Arts Center, and the City of Dallas. No employee will be discharged or in any manner discriminated against for reporting in good faith any unsafe working conditions and/or work-related injuries and illnesses.

Contracted touring artists will be required to maintain their own liability insurance. TITAS/DANCE UNBOUND leadership will be responsible for ensuring that contract artists and local staff under their supervision follow this policy.

Any violation that relates to the safety of TITAS/DANCE UNBOUND employees or independent contractors may result in disciplinary action, up to and including termination.