

Broadway Bound Kids Actionable Steps towards upholding DEIAJ

Below are a combination of Short Term Steps (ST-within one year) and Long Term Goals (LT-within 3-5 years). As an Organization, Broadway Bound Kids will take the following steps:

Tier 1: Macro Steps

- ❑ **Assess and Improve Hiring Practices**
 - ❑ **Create more programming opportunities for Students of Color and other marginalized identity, and students from underserved communities.**
 - ❑ **Center Voices of Color, and voices from marginalized identities in BBK curriculum and programming**
 - ❑ **Provide professional development opportunities for Teaching Artists and Staff that address racial inequity, inherent bias, and discrimination**
 - ❑ **Address Racial and Social Justice in Organizational Structure and Culture**
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Tier 2: Mezzo/Micro Steps

Assess and Improve Hiring Practices

- Allocate time and resources to recruitment of diverse candidates utilizing community-based recruitment strategies (ST, LT)
- Increase the presence of People of Color, and folks of marginalized identities at our organization at every level, including: Administrative Staff, Teaching Artists, The Board of Directors, Consultants, and Contractors (ST, LT)
- Create and facilitate paid internship opportunities for People of Color and folks of marginalized identities (LT)

Create more programming opportunities for Students of Color and other marginalized identity, and students from underserved communities.

- Increase the presence of diverse students in BBK programming (ST, LT)
- Provide scholarship opportunities in every In-House BBK class (ST)
- Allocate resources to recruit diverse students for programming at BBK, and challenge ourselves to reach those without access to offer programming (ST, LT)
- Pursue partnerships with schools, organizations, and institutions that serve underserved communities. (LT)
- Provide opportunities when possible to connect students from underserved communities to Broadway community and performances (LT)
- Ensure that students have Teaching Artists representative of their racial, ethnic, or cultural identity wherever possible (ST, LT)

Center Voices of Color, and voices from marginalized identities in BBK curriculum and programming

- Select content that features characters, writers, and stories with diverse racial, ethnic, and cultural identities (ST, LT)
- Provide guidance and training for Teaching Artists on how to teach historically accurate truths about content in a developmentally appropriate way (ST, LT)

- Continually assess partnerships with schools, organizations, and institutions to assure alignment with BBK values surrounding social justice (ST, LT)

Provide professional development opportunities for Teaching Artists and Staff that address racial inequity, inherent bias, and discrimination

- Allocate resources to hiring expert consultants for bi-annual Teaching Artist training (ST, LT)
- Allocate resources to hiring expert consultants for Administrative Staff training (LT)
- Build new relationships with aligned organizations and leaders who are engaged in meaningful anti-racist, and social welfare work (LT)

Address Racial and Social Justice in Organizational Structure and Culture

- Annual assess Broadway Bound Kids Mission, Goals, Values, and Strategic Plan to maintain commitment (ST, LT)
- Foster an environment of openness that actively encourages conversations about the intersections of race, identity, and bias and our work (ST, LT)
- Maintain a system for Teaching Artists to report microaggressions, racial discrimination, or suggestions for improvement at BBK, partner schools, and partner organizations (ST, LT)
- Ensure that all marketing materials (social media, website, online presence, press releases, etc) accurately represent the population we serve and align with our commitment to DEIAJ (ST, LT)