



## CULTURAL EQUITY AND INCLUSION

The Dance Conservatory of Pasadena (DCP) strives to find students from all walks of life, beliefs and identities. We welcome all to our studio regardless of race, color, sex, age, national origin, religion, sexual orientation, gender identity and/or expression, status as a veteran, and basis of disability or any other federal, state or local protected class.

The Dance Conservatory of Pasadena believes that inclusion brings new and unique knowledge, experiences and beliefs. These things supply to all of our students the benefits of new collaborations, inspired creations, and broader and deeper artistic expression. We provide equal experiences to all students. Equal opportunities for our students to perform in every performance provides the crucial experience for developing dancers. DCP has more work to advance inclusion and diversity. We are committed to doing so.

The mission of the Dance Conservatory of Pasadena is to inspire, train and nurture individual's creative endeavors, with a focus on ballet and other high intensity movement training. Through a variety of educational and engagement opportunities, DCP offers the local Pasadena community with high quality dance instruction with a focus on building the next generation of leaders.

The Dance Conservatory of Pasadena aims to eliminate barriers, increase fairness, and distribute resources as needed in support of DCP's mission and its commitment to *Diversity, Equity and Inclusion*. DCP strives to provide authentic leadership in cultural equity through the following initiatives:

- Pursue initiatives that align with DCP's mission and support the organization's commitment to diversity, equity, and inclusion.
- Put systems in place that: foster creativity and leadership; provide a platform upon which all voices are heard; and create a pipeline for personal growth.
- Grow and pursue organizational-wide cultural competency through formal and informal learning opportunities and the creation of transparent policies.
- Provide access to the arts to marginalized communities through the expansion of DCP's scholarship program and community workshops.
- Invest time and resources to expand DCP's leadership, Board and artists to reflect the populations we serve.