

Mixed eMotion Theatrix (MeMT)

Diversity, Equity, and Inclusion (DEI) Statement

Mixed eMotion Theatrix (MeMT) is committed to creating a diverse, equitable, and inclusive environment for all artists, staff, board members, volunteers, audiences, and community partners. We believe that diverse perspectives are essential to fulfilling our mission of telling stories of the human condition through multi-disciplinary performance experiences. We recognize that systemic inequities exist within the arts and broader society, and we are dedicated to actively working to dismantle these barriers.

Our Commitment:

MeMT values and celebrates the unique identities and experiences of every individual. We are committed to:

- **Representation:** Striving for equitable representation in all aspects of our organization, including casting, hiring, programming, board composition, and audience engagement. We actively seek out and amplify the voices of historically underrepresented communities, including but not limited to race, ethnicity, gender identity and expression, sexual orientation, disability, age, socioeconomic background, and religious beliefs.
- **Inclusion:** Fostering a welcoming and inclusive environment where everyone feels valued, respected, and heard. We are committed to creating a space free from discrimination, harassment, and micro aggressions.
- **Equity:** Working to eliminate systemic barriers and provide equitable access to opportunities for all individuals. We recognize that equity requires more than just equal treatment; it requires addressing historical and ongoing disparities.
- **Accessibility:** Ensuring that our performances, workshops, and other programs are accessible to individuals with disabilities. We are committed to providing reasonable accommodations and removing physical and other barriers to participation.

Our Actions:

MeMT is committed to taking concrete actions to advance DEI within our organization. These actions include:

- **Ongoing Training and Education:** Providing regular training and education for our artists, staff, and board members on DEI best practices, unconscious bias, and cultural competency.
- **Community Engagement:** Building and strengthening relationships with diverse communities in Los Angeles through outreach, partnerships, and collaborative projects.
- **Transparent Processes:** Implementing transparent and equitable processes for hiring, casting, programming, and other decision-making.

- **Data Collection and Evaluation:** Collecting data to track our progress on DEI goals and regularly evaluating our efforts to ensure effectiveness and identify areas for improvement.
- **Accountability:** Establishing mechanisms for accountability and feedback related to DEI initiatives.

Our Values:

MeMT's DEI efforts are grounded in the following core values:

- **Respect:** Treating all individuals with dignity and respect.
- **Empathy:** Seeking to understand and appreciate diverse perspectives and experiences.
- **Collaboration:** Working together to create a more inclusive and equitable arts community.
- **Transparency:** Being open and accountable in our DEI efforts.
- **Continuous Improvement:** Recognizing that DEI is an ongoing journey and committing to continuous learning and improvement.

MeMT believes that a commitment to DEI is essential to artistic excellence and social impact. We are dedicated to creating a vibrant and inclusive arts community that reflects the rich diversity of Los Angeles and beyond. We invite you to join us on this journey.