

**A RESOLUTION OF THE BOARD OF DIRECTORS OF THEATRE
AMERICANA
TO APPROVE THE
CULTURE AND DIVERSITY CLAUSE**

WHEREAS, the Board of Directors of Theatre American, for the purpose of amending the bylaws to include a resolution for a Culture and Diversity Clause. Whereas, the Board of Directors of Theatre Americana approved an amendment to said bylaws, on September 18, 2018, to include the resolution as stated below.

“Theatre Americana, in all matters related to vendors, board members, and volunteers is guided by a set of principles that embrace values, policies and practices that ensure that all people are represented and treated fairly in the work of our mission, places of work, and delivery of service, without regard to race/ethnicity, national origin, age, physical or mental disability, sexual orientation, gender, gender identity, socioeconomic status, geography, citizen status, genetic predisposition, marital status or religion.”

A Resolution for the *CULTURE AND DIVERSITY CLAUSE* was adopted and approved at a board meeting on September 18, 2018.

We, the undersigned, are all members of the Board of Directors of Theatre Americana, and by this writing approve the following resolution and consent to its adoption.



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To support this strategy, we will consistently work to make sure the Board is inclusive and leadership is working and interacting with members and the community to gain an accurate and deep intuitive understanding of the needs of our audiences. Commitment to diversity, equity, and inclusion is core to the artistic growth and sustainability of Theatre Americana. This part of our mission can only bring values of trust, belonging and personal best. Theatre Americana will continue to ensure access to our programs by focusing on the needs of individuals who face barriers and access to the performing arts, including those who are low income, come from diverse cultures, and speak languages other than English.

This is not a “check the box initiative”- it is an ongoing movement and learning towards communicating and fully supporting a diverse organization that contributes to keeping the arts vibrant in our communities and that is inclusive of perspectives and ideas in the most equitable manner. Each member of the organization is an integral part of this journey. The Board and members will continue to listen and learn from each other in meaningful ways.