

Equity, Diversity & Inclusion

Cultural Diversity Action Plan

At the core of KNOWBOX DANCE is the value system that facilitates a culture of equity and support with the goal of creating more spaces for cultural exchange between creators, venues, audiences, and furthermore all people. The kNOwBOX dance organization is dedicated to creating a more equitable and inclusive dance field for all by fostering trans-geographical networking, highlighting diverse and underrepresented voices (e.g., Black, indigenous, people of color, and women), creating opportunities for artists, and engaging audiences both on and offline via their programming.

Since its founding, KNOWBOX DANCE's approach to equity, diversity, and inclusion has been based on creating safe, equitable, and supportive environments for people and organizations to flourish. KNOWBOX DANCE'S community is the heart of the organization and KNOWBOX DANCE and its Board of Directors, Staff/Contractors, and Leadership are dedicated to delivering quality experiences, education, conversations, and connections for everyone in their community: artists, audiences, partners, supporters, volunteers, team, etc. KNOWBOX DANCE seeks to meet their demands for engaging in digitally relevant dance-related art with an open mind.

KNOWBOX DANCE outlines steps to reach their goal for Equity, Diversity & Inclusion by creating spaces for innovation, promoting creative expression, engaging in research based on critical theories, offering multilingual experiences, providing opportunities for engaging with different cultures, and contributing to a sustainable arts ecosystem. By saying "NO" to the boxes of limitations, boundaries, and confines that limit connection, they enable themselves to say "YES" to fostering innovative possibilities, facilitating trans-geographical connections, supporting artists and audiences, and highlighting underrepresented and diverse voices.

Measurable Goals for Diversification

KNOWBOX DANCE adheres to the diversity goals established by the City of Dallas 2018 Cultural Plan.

- Board of Directors – at least 20% ethnic diversity
- Staff/Contractors – at least 20% ethnic diversity
- Audiences – at least 20% ethnic diversity

KNOWBOX DANCE

Anti-Racism, Access, and Equity Policy

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, KNOWBOX DANCE 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 KNOWBOX DANCE 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

KNOWBOX DANCE is committed to achieving representation of the diversity of the Dallas community and beyond 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.

KNOWBOX DANCE 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

KNOWBOX DANCE 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.

KNOWBOX DANCE 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 KNOWBOX DANCE.

Services

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

KNOWBOX DANCE cross-promotes our programs with organizations serving diverse communities.

KNOWBOX DANCE 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 KNOWBOX DANCE are expected to be ADA-compliant.

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

Training and Education

KNOWBOX DANCE 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.

KNOWBOX DANCE 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.

KNOWBOX DANCE 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 KNOWBOX DANCE's 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 KNOWBOX DANCE or engages in conduct that has the potential to bring discredit to KNOWBOX DANCE, then KNOWBOX DANCE has the authority to terminate the volunteer or contractual relationship.

Information and Communications

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