Diversity, Equity, and Inclusion (DEI) Policy

Breath of Fire Latina Theater Ensemble

Our Commitment

Breath of Fire Latina Theater Ensemble is dedicated to fostering an inclusive, equitable, and diverse artistic space that uplifts underrepresented voices—especially those of the Latinx community. As a majority Latina-led organization, we center the experiences of women, non-binary individuals, and other historically marginalized communities in the arts. Our work is rooted in anti-racist, anti-bias practices that challenge systemic barriers and create pathways for authentic storytelling.

Diversity

We recognize and celebrate the richness of diverse identities, including but not limited to race, ethnicity, gender identity, sexual orientation, socioeconomic background, ability, age, religion, and immigration status. We prioritize creating opportunities for artists, teaching artists, and participants from communities that have been historically excluded from the theater industry.

Equity

Equity is at the heart of our mission. We ensure that our programming, leadership, and collaborations reflect a commitment to fairness by:

- Providing **free workshops** and programs to remove financial barriers to participation.
- Offering **equitable wages** to our teaching artists and collaborators.
- Designing professional development opportunities to help underrepresented artists advance in their careers.
- Actively seeking funding and resources to sustain a fair and just artistic ecosystem.

Inclusion

We cultivate an environment where all voices are valued, respected, and heard. Inclusion means:

- Creating **safe and brave spaces** where participants can express their stories without censorship or intermediaries.
- Encouraging **multilingual storytelling**, with an emphasis on Spanish, Indigenous languages, and Spanglish, to honor cultural authenticity.

- Respecting and amplifying **ancestral and community knowledge** in our artistic practices.
- Maintaining a **zero-tolerance policy for discrimination, harassment, or exclusionary practices** within our organization and programming.

Accountability & Continuous Growth

We recognize that DEI work is ongoing and evolving. Breath of Fire Latina Theater Ensemble commits to:

- Regularly assessing our programs and practices to ensure they align with our DEI values.
- Seeking feedback from our community to improve our inclusivity efforts.
- Partnering with organizations and artists who share our commitment to justice and equity.
- Providing ongoing learning opportunities for our team to deepen our understanding of anti-racist and anti-oppressive practices.

Conclusion

At Breath of Fire Latina Theater Ensemble, we believe in the transformative power of storytelling to shape a more just and inclusive world. Our DEI policy is not just a statement—it is a living practice embedded in everything we do. We invite all who engage with our work to join us in this commitment to equity, empowerment, and artistic liberation.

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