



Last Update: 06/17/26

Non-Discrimination

NEMPAC does not and shall not discriminate on the basis of race, color, religion (creed), gender, gender expression, age, national origin (ancestry), disability, marital status, sexual orientation, or military status, in any of its programs or operations. These programs and operations include, but are not limited to, hiring and firing of employees and contracted staff, selection of volunteers, faculty, artists, and vendors, and provision of services. We are committed to providing an inclusive and welcoming environment for all members of our staff, board leadership, students, neighbors, volunteers, contractors, vendors, and friends.

Anti-Racism Policy

At NEMPAC, we do not tolerate or accept racism of any kind, in any form. We are committed to becoming a more diverse and inclusive organization by overcoming the disparities and inequities that exist through the services we provide, the people we reach, the workplace culture we foster, and the outcomes we achieve. This is the defining work of our time and essential to our long-term relevance and impact.

We are committed to programs that bring together and celebrate individuals and/or groups of people of varying opinions, experiences, beliefs, and backgrounds - to spark conversation, build understanding, listen to perspectives, and unite the community. We use the arts to tell stories that represent the communities and cultures of Greater Boston. Through music, artists, and performers, we speak in sound—as well as words—about the shared and unique experiences of artists and audience members. Equity is one of our core values, and we continue through our actions as a nonprofit arts organization to provide programming that is diverse, inclusive, and accessible for all.

As we begin the work of becoming a more inclusive organization that contributes to increased equity in Boston and in cultural and civic life, our desire for positive progress must be informed by our historical context. We recognize that structural racism exists in our neighborhoods, our cultural institutions, and within the NEMPAC community. We work to dismantle structural racism and create an environment where everyone has access to the performing arts and feels a sense of belonging.

We seek to become an inclusive community, working against white privilege, bias, racism, religious and ethnic intolerance, and discrimination based on gender, sexuality, multiple marginalized identities, class, age, and ability. We strive to overcome these issues through a lens of diversity, equity, inclusion, and belonging (DEIB).

Zero Tolerance Guidelines: Zero-tolerance for NEMPAC means that we will not bear witness or allow discriminatory behavior without taking decisive action for our community. The organization has internal guidelines on identifying and responding to racism and other forms of discrimination, which we acknowledge can be challenging and complex. We have internal guidelines, including investigation and action, for responding to and reporting any instances.

Inclusivity in Classes & Lessons

All students are welcome and encouraged to participate in NEMPAC's lessons, classes, and student events regardless of ability, gender, sex, race, national origin, economic status, sexual orientation, or religious background.

To promote our inclusive programming, NEMPAC encourages the following:

- Students are not required to disclose their pronouns if they do not wish.
- NEMPAC includes pronoun options in the registration system, ASAPConnected.
- NEMPAC provides our tuition assistance applications to families in English, Spanish, and Chinese.
- Instructors are encouraged to provide a well-rounded curriculum that includes multiple means of instruction, such as visual, auditory, kinesthetic, verbal, interpersonal, and intrapersonal strategies to present information, and to have students express understanding.
 - NEMPAC has a variety of visual and auditory aids in each classroom such as TV's, bluetooth speakers, and large whiteboards. In private studios, there are Bluetooth speakers and handheld mini whiteboards.
 - At NEMPAC, the study of music, theatre, and dance includes the study of all people, places, and cultures. Instructors and students are encouraged to explore a variety of cultures, musical and theatrical genres, and dance styles, from a diverse range of musicians, composers, playwrights, and choreographers.
- NEMPAC will work towards including closed captioning and sign language interpreters into student events and performances throughout the year.
- NEMPAC has handicap accessibility and wheelchair access at the Prado studios, Hull St, and the first floors of Tileston St and the Charlestown Working Theater.