



Anti-Racism Policy and Action Plan

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NEMPAC Anti-Racism Statement:

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 continue 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, and our cultural institutions. We recognize that NEMPAC is within this, and 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:

While identifying and responding to racism and other forms of discrimination can be challenging and complex, we are following these guidelines for responding to and reporting incidents.

When in the presence of or upon learning about discriminatory behavior we ask that an effort be made to professionally and thoughtfully remind individuals of NEMPAC's commitment to anti-racism by bringing the conversation to a close or disengaging if unable to do so without provocation. Should you feel threatened in any way we prioritize your safety and ask you to physically remove yourself from the situation and notify any senior NEMPAC staff nearby as well as the police.

After encountering any discriminatory behavior, we ask that you report it to a senior NEMPAC Staff member. Any NEMPAC Employee who is made aware of an incident must report it to either the E.D or a member of the DEIB committee. (*internal contacts please reference employee handbook for annual contact information and external contacts please contact the Executive Director for the DEIB Committee chairperson's contact information*). Please try and provide as many details as possible to support a resolution to the incident.

Zero-tolerance for NEMPAC means that we will not bear witness and allow any discriminatory behavior without taking decisive action for our community. Upon experiencing such behavior NEMPAC will remind all parties of NEMPAC's commitment to anti-racism and immediately escalate the incident to the Executive Director and/or DEIB Committee.

Investigation and Action

The person who received the complaint will report it to the Executive Director and/or DEIB Committee (see handbook chain of command) for the designation of formal or informal complaint.

Formal Complaint:

The Executive Director and DEIB Committee will decide whether or not expulsion or denial of services is warranted for the first offense. Any second violation will result in immediate remedial action. Any remedial action will be followed by a consultation with the Board of Directors and final review by the DEIB Board Standing Committee, with the offending parties being separated from our community.

Informal Complaint Our Executive Director will engage with all affected parties, consult with the DEIB Committee, to discuss the incident and how it can be avoided in the future.

Our Commitment:

We commit to holding ourselves accountable through regular internal meetings, data collection, and analysis, and by soliciting feedback from various key stakeholders – our colleagues, artists, supporters, and audiences. We look forward to continuing this work and learning in partnership with these communities.

NEMPAC will take action steps to educate and create a space where we work to reimagine and revamp centuries-old systems in the arts that have historically and disproportionately benefited white leaders, creators, artists, and audiences. NEMPAC's anti-racism work will stem from the understanding of the following definition of "Racism": Racism is discrimination, prejudice, or antagonism against those in a marginalized or minority group. Other forms of racism that are overlooked are microaggressions coming from internalized racism and institutional/structural racism. NEMPAC has engaged an EDI consultant to review existing policies to highlight any bias and room for improvement at NEMPAC.

Anti-Racism Action Plan

We are committed to:

Creating an anti-racist organization at NEMPAC that encourages continuous racial justice education for individuals, teams, departments, and the community.

- Work to educate the community on the rich cultural history of the North End and in the City of Boston through artistic and educational programming and sharing our community collaborators' work.

- Invest financial resources in professional development geared towards anti-racism, undoing systems of racial oppression in the arts, and uplifting a variety of voices in our programming.
 - Provide professional development and training opportunities, i.e.: Implicit Bias Training, Bystander Intervention Training, Culturally Responsive Teaching Practices, etc.
 - Prioritizing shared vocabulary for staff and board is important and annually reviewed in board and staff on-boarding.
- Continue relationship building between internal stakeholder groups - faculty, staff, and board.
- Annual budgeting process should include review of equity line items in the budget that support DEIB Goals, ensuring professional development, community outreach, and HR initiatives are supported.

Increase racial diversity at the Leadership Level so that our Board looks more like the City that we serve and to hold the entire organization accountable for being an anti-racist organization.

- Work with the Executive Board Committee of the Board and development staff to identify, cultivate, and develop Board Member prospects that bring us closer to our desired metrics.
- Annual review of City of Boston demographic information performed.
- Annual review of NEMPAC stakeholder demographic information performed and used as a comparison.
- Establish board needs and values by creating a document to define the process for electing new members to the board. This will consider valuable areas of knowledge and key representation that would be important to incorporate on the board, identifying areas that lack representation.
- Solidify the board member nomination process, clarifying which board nominees should be prioritized. The process will follow the same chain of command, with everyone working from the same information on what areas we are lacking representation.
- Establish and solidify the board training process, which will be designed to ensure all board members have the same information and relevant training.
- Encourage our Board, as a collective, to hold Board individuals accountable to relevant action steps highlighted in this plan, and in NEMPAC's DEIB goals in general. We will do this by intentionally scheduling engagement opportunities and by creating a self assessment plan for the board to answer how they've been taking steps personally to support this plan.

Implement marketing and outreach strategies that promote activities that welcome new and diverse community members.

- Highlight artists that are featured in Performing Arts Center programming throughout the year, and give them tools to share news with their fans/communities.
- Continue to inform accessibility and transportation options to our communities. We will provide helpful information about parking and navigating to NEMPAC facilities on our website.
- Ensure accessibility features are included on social media, digital media, and at in-person events. (*mobility support, vision/hearing support, closed captions, language translators, etc*).
- Inclusion of general accessibility questions on a ticketing site, registration site/or sign-up that identifies any special need to support participation at an event or program.
- Provide materials for NEMPAC staff, board, and faculty to advocate for performances, programs, and events by attending shows and events across the city to make NEMPAC's presence and offerings known more widely.
- Engage with the greater Boston community at large more meaningfully by making connections and inquiring about ways to collaborate or cross-promote programming.
- Share anti-racist learnings, trainings, or workshops with the community, which we learn through professional development workshops and artistic collaborations.

Track and capture our progress as an anti-racist organization that centers its mission and programming around DEIB.

- Provide the community with an annual progress report at the Annual Meeting that highlights key learnings, our progress, and challenges. Our policies and action plan will remain flexible and will be updated to reflect best practices, progress, and/or new challenges.
 - Report will include Racial Board, Staff, and Faculty Diversity Statistics.
 - Report will include metrics on the Community Music School population of students served, including diversity statistics, number of disadvantaged youth, etc. The metrics we are able to collect will help to highlight trends and progress.
- Commitment to reevaluating this anti-racism plan and editing, adding, and/or updating based on current needs, successes, and/or challenges.
- Commitment to a bi-annual evaluation of how NEMPAC is fulfilling this action plan.
- Maintain DEIB Committee to keep NEMPAC organization accountable to this plan and incorporate responsibilities across various job descriptions. In the long term, DEIB will be embedded into every aspect of the organization. For now, we need to implement policy and people to hold us accountable for the commitments we make.

Establish a friendly work atmosphere and culture where people are valued equally and are encouraged to celebrate their uniqueness.

- Collect information on employee interests and demographics through the onboarding process.
- Have a member of the administrative staff present on-site at facilities to create informal interactions with faculty and staff to build relationships.
- Celebrate our differences in programming and simple ways (*like our staff holiday party*)
- Communicate our commitment to anti-racism and inclusion to all staff and faculty members and ensure everyone has access to the most updated information on incident reporting and resources.
- Continue offering a hybrid working model for staff who do not need to be in-person in the office every day and live outside of the North End.

Develop closer partnerships with educational institutions and community partners to improve programming and reach underprivileged areas and potential students through mission-driven programs.

- Create an internal guideline for NEMPAC partnerships, ensuring collaborative organizations and PAC partners have shared values and DEIB goals.
- Sustain and identify new collaborative partnerships that help us increase our programming reach to underserved students.
- Re-evaluate registration procedures, tuition assistance, discount options, and referral programs.
- Identify and collect information from partner sites that will inform how we can provide a program that can support specific accessibility needs for students and/or the community at large (language translators, visual/audio accessibility, mobility needs, etc).

Create and present professional performances highlighting diverse cultures, genres, and artists to bring different people together for a shared creative experience.

- Pay professional artists equitably across all Performing Arts Center programs.
- Ensure artists have diverse racial representation across each program.
- Continue alliance with Black Opera Alliance to support racial equity advocacy.
- Artistically plan the season in advance to provide sufficient recruitment time for attracting diverse musicians and artists.
- Reevaluate audition procedures with the goal of removing barriers and bias from decision-making.

Broaden the organization's networks we use to identify new faculty employees, and staff. Establish a hiring team that advances equity and uses resources to ensure opportunities are fairly accessible to job-seekers.

- To create equitable and inclusive hiring practices, annually examine and review current qualifications and requirements for bias. The following will be reviewed: degree requirement, skill and experience requirements to include more non-traditional candidates, the language of qualification requirements to show more inclusive alternatives (i.e. “Desired Qualifications” vs. “Required Qualifications”).
- Re-evaluate onboarding and introductions of faculty to families/students to ensure faculty & family comfort.
- Foster and uplift diverse talent to create opportunities for growth into leadership positions.
- Incorporate paid mentorship and apprenticeship positions that can support and learn from staff or board members. (existing examples: Niu Raza, Michaela B, Clarinda)
 - A model of the mentorship is Front Porch Arts Collective.
 - Reach out to local schools such as Boston Arts Academy, Berklee, Boston University, and more.

REFERENCES

Provided by Kira Troilo, Art & Soul Consulting

Sharing History of North End:

- [How Has Boston Gotten Away With Being Segregated for So Long?](#)
- [The North End: Boston's Overlooked 19th Century Black Community \(Video\)](#)

Professional Development Area 1 Resources and Support Links:

- [Call It What It Is: Distinguishing Workplace DEI and Anti-Racism Efforts](#)
- [Talking About Race: Being Antiracist](#)
- [Classical music reckons with its long history of white supremacy](#)
- [Envisioning an Antiracist Future in Classical Music](#)
- [Resources on Characteristic of White Supremacy Culture](#)
- [Right to Be Trainings \(training\)](#)
- [Bystander Intervention \(resource\)](#)

Marketing/Outreach Tools:

- Potential connections:
 - [IndianRaga\(East Boston\)](#)
 - [Front Porch Arts Collective](#)
 - [Boston School of Music Arts.](#)

Area for Partnerships:

- Potential partnerships include:
 - [Front Porch Arts Collective,](#)
 - [Arts Connect International](#)
 - [Asian American Theatre Artists of Boston](#)

Hiring Resources:

- Educate hiring managers on best practices:
 - [Eliminating Bias in Hiring Requires a Shift in Perspective](#)
 - [Dear Female Job Seeker: Apply for the Job, Ignore the Qualifications](#)
 - [Stop Requiring College Degrees for Jobs That Don't Need Them](#)