



EDI NEWSLETTER

EDI Department - Normal School #307



CONGRATULATIONS ON A WONDERFUL 2024 SEASON!

The EDI Team congratulates everyone who helped make the 2024 season happen. The work that happens at the Stratford Festival is always spectacular; it is a testament to the incredible talent that gathers in these theatres.

Thank you for all the work you have done in support of our values towards equity, diversity, and inclusion.

THE LIVING GUIDELINES AND THE PATH

Originally developed by the ARC in 2020, *The Living Guidelines* act as a framework for creating conscientious, equitable, and inclusive art across all Festival departments. *The Guidelines* serve to deepen our understanding of the cultural implications of our work, inspire dialogue, build systems that support the professional needs of our staff and artists.

The *Pathways to Cultural Belonging (PATH)* is a process to keep ourselves accountable to what has been identified through the Living Guidelines. If you identify anything under the Guidelines, please submit these considerations to the *PATH* webform on Airtable.

[Click here to access PATH webform](#)

Over the years there has been such wonderful investment and usage of *the Guidelines* and *PATH* across the Festival. We hope you will continue to use these tools to support in your work.

Newsletter Highlights

Congratulations on a wonderful 2024 season!

The Living Guidelines and the PATH

Accessible Performances

National Month of Disability Employment

Unconscious Bias Resource

2025 ACCESSIBLE PERFORMANCES SNEAK PEAK



Participants of the InterACTIVE workshop on the Tom Patterson Stage

AUDIO DESCRIBED

- *Sense and Sensibility* – July 26, 2PM
- *Macbeth* – August 16, 2PM

RELAXED PERFORMANCE

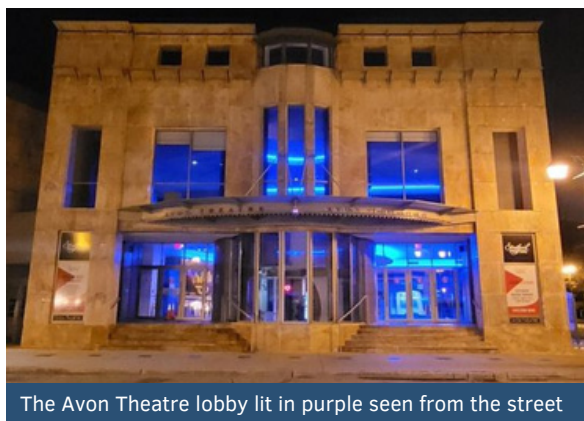
- *Annie* – August 8, 2PM

OPEN CAPTIONED

- *Annie* – September 26, 2PM
- *Dirty Rotten Scoundrels* – September 27, 2PM
- *Macbeth* – September 28, 2PM

ASL INTERPRETED

- *Annie* – October 22, 12:30PM
- *Macbeth* – October 24, 12:30PM



The Avon Theatre lobby lit in purple seen from the street

NATIONAL MONTH OF DISABILITY EMPLOYMENT

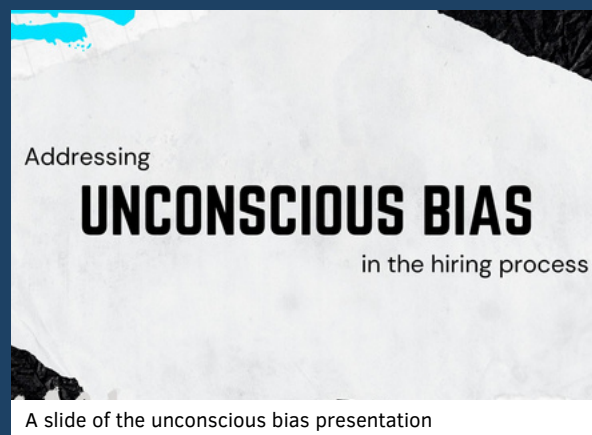
Every October, we take a moment to acknowledge the barriers that disabled folks face with regards to employment. Barriers range from bias, lack of accommodations, lack of training, and the lack of disabled staff to act as mentors. To acknowledge these barriers and show our support in highlighting this initiative, we lit the Avon in purple on the night of October 17th.

UNCONSCIOUS BIAS RESOURCE

“Until you make the unconscious conscious, it will direct your life and you will call it fate” - Carl Jung

Without us being aware, our unconscious biases dictate our attitudes and behaviors. The EDI team has developed a tool package to support staff addressing their unconscious bias in the hiring process. The package includes:

- An Unconscious bias presentation ([Click here to see it online](#))
- An Unconscious bias self-assessment tool (Available upon request)
- Additional resources (Available upon request)



A slide of the unconscious bias presentation

This tool package has been shared with the HR department to share with all hiring panels and staff.