



My Nose Turns Red Youth Circus DEIA PLAN

Vision

Build and maintain a diverse, inclusive, and equitable environment where all participants, employees, volunteers, and audience members—whatever their gender, race, ethnicity, national origin, age, sexual orientation or identity, education, socio-economic status, or disability—feel valued and respected.

My Nose Turns Red is committed to modeling diversity and inclusion along with other non-profit organizations, as well as promoting an inclusive environment and culture within the circus arts sector.

This vision is directly connected to our Mission and to our membership in the American Circus Educators' ("ACE") national Social Circus Network. ACE defines Social Circus as "the use of the circus arts as a medium for social justice and individual wellness and uplifts the role of art and culture as powerful agents for change."

Mission

Through the art of the theatrical clown and the one-ring circus, My Nose Turns Red cultivates a supportive environment that inspires youth to challenge themselves, develop essential life skills and engage audiences.

Principles that Guide Us:

- Provide programming which builds respect, dignity, fairness, caring, equity, and self-esteem.
- Create equal access to leadership opportunities within our organization and develop a pipeline for students to become tomorrow's leaders.
- Showcase performers with diverse life experiences and heritages to demonstrate that there is a place for everyone within circus.

Our Definitions of Diversity, Equity, Inclusion and Access

Diversity means a mix of backgrounds, identities, and perspectives as identified in our vision statement and reflected in our regional community.

Equity means that everyone has the same opportunities for participation and progress, and the appropriate resources to ensure this, recognizing that the specific resources needed may vary depending on the group.

Inclusion means that there is an effort to welcome everyone into the organization and that all members know that they are respected and valued. Efforts are made to ensure that no one is marginalized.

Access means that our programming is available to all who are interested with respect to our vision statement. In particular, we work to remove barriers to participation based on ability/disability, income, sexual orientation, or identity.

Leadership

- Board
- Executive Director
- Staff
- Teen members of Circus Youth in Action's Diversity Committee

Tactics

- Strengthen existing partnerships and form new partnerships with organizations and individual artists already serving the communities we strive to serve, as well as other arts organizations with a clear and tactical commitment to diversity and inclusion efforts.
- Develop a plan to remove existing barriers for students, including transportation and cost, while determining whether current pathways to access (e.g., after-school programming at physically accessible sites) can be widened to include more youth. Determine a realistic timeline for securing a physical space that meets our requirements for accessibility.

- Create DEIA committee and Chair who will sit on Board to ensure that DEIA efforts do not occur in a vacuum, but instead are integral to the overall structure and operations of the organization.
- Expand efforts to reach populations that are currently underrepresented in the organization through marketing materials and strategy.
- Increase transparency in communications to ensure that all students are aware of and can access appropriate resources, regardless of length of time in program or number of classes enrolled in, including communicating our DEIA plan and progress to all stakeholders on an annual basis.
- Implement workplace action items outlined in MNTR's IDEA Employment Policy (adopted 3/2019) such as pursuing cultural competency through creating substantive learning opportunities.
- Commit time and resources to increase diversity within organizational leadership including our board, staff, committees, and advisory bodies.
- Build on and increase training in areas of respect and tolerance for those in leadership positions, as well as within the circus classes themselves.
- Participate in bi-monthly calls organized by the ACE's Social Circus Network to continue involvement in the national conversations surrounding ways to address systematic racism. The mission of the Social Circus Network is to provide pedagogical, capacity-building, and professional development support to organizations pursuing and engaging in Social Circus work as well as to support the sustainable growth of Social Circus in the United States.

Metrics

- Our timeline and critical milestones will span three years (2021-2024).
- Demographic data will be collected on a quarterly basis.
- Surveys will be sent to students and parents to measure individual student growth, the strength of community partnerships and to uncover blind spots as recommended by outside evaluator Dr. Imelda Castaneda-Emenaker, Ed. D. in her July 2020 Report.

Accountability

- Our DEIA Plan will be woven into the three-year Strategic Plan developed with the assistance of OneSource in 2018. The vision of our DEIA plan will become a part of our goals in three areas of concentration identified in the Strategic Plan: Funding, Marketing and Organizational Structure. This was the sole focus of our Board Retreat on January 24, 2020. The Board was divided into three breakout rooms for discussion and the came together to discuss the ideas generated. These ideas are currently being incorporated into the Strategic Plan and will be tracked along with other elements of the Strategic Plan.
- Our organization will compare demographic data on an annual basis to determine if we are moving the needle on diversity, equity, inclusion, and access.

- Our board-building efforts will focus on establishing a DEIA committee and Chair of the DEIA committee.
- The award from the William J. Baude – Maurice E. Oshry Fund will be used to hire a paid intern who will increase diversity within our staff and support our guiding principle of developing a pipeline for diverse students to become tomorrow's leaders.
- Communicate the DEIA Plan through key communications on our website, social media, student's parents, partners, and schools where we hold after-school programs, sponsors, and the youth we serve.