

BROS

THEATRE COMPANY

EDI STATEMENT

At BROS Theatre Company (BROS TC), we are dedicated to fostering a respectful, inclusive and welcoming environment for all individuals, regardless of their background, identity or abilities. We are committed to ensuring that equality, diversity and inclusion are at the core of everything we do.

Equality:

We cultivate a culture that treats all members of BROS with fairness, respect and dignity. We are committed to providing equal opportunities for participation and involvement in all aspects of our company, from tech and production teams to our cast members. We oppose any form of discrimination, including but not limited to race, ethnicity, gender, age, sexual orientation, disability, religion or socio-economic status (a full list of protected characteristics covered can be found [here](#)). We aim to facilitate an inclusive community where everyone feels valued, heard and empowered to contribute their talents and perspectives. We offer flexible payment plans to ensure theatre is accessible to all, regardless of socio-economic background (please contact membership@brostc.org for more information on this).

Diversity:

We encourage individuals from underrepresented and marginalised groups to join us; BROS is a place where everyone's backgrounds and experiences are embraced and celebrated. We are committed to colour-conscious casting and seeking out stories that reflect the breadth of human experience. We recognise our responsibility to cast authentically and to provide a platform for stories from diverse cultures and backgrounds.

Inclusion:

Inclusivity lies at the heart of BROS, and we continuously strive to create a safe and supportive space for all members. We actively promote an atmosphere where all individuals are heard, seen and appreciated for their contributions. We encourage open dialogue and feedback, fostering an environment that promotes growth, learning and understanding. We are committed to removing barriers that may prevent participation and working to accommodate the diverse needs of our members to ensure an inclusive and accessible experience for all. We work to ensure our rehearsal spaces and performance venues are physically accessible and are committed to supporting neurodivergent members through clear communication and inclusive rehearsal practices.

Empowerment and Education:

We recognise that achieving true equality, diversity and inclusion requires ongoing effort and education. We are dedicated to continuously learning, evolving and challenging ourselves to better understand the diverse perspectives of our community. We strive to be allies and advocates for a more inclusive society both on and off the stage.

Reporting and Accountability:

We maintain a clear process for reporting concerns regarding discrimination or exclusion. Every member has the right to raise an issue without fear of reprisal, and we pledge to investigate and act upon such concerns with transparency and care. Concerns can be emailed to chair@brostc.org.