

BalletRox's Cultural Equity Statement

We commit to advocating for practices and policies that support our students and staff for a more equitable environment and overall larger Boston community.

We acknowledge that cultural equity is critical to supporting our community. There are systems of power that have granted privilege and access unequally in the United States which must be continually addressed. We commit to continuing to address and change the implicit inequities that are within our foundation and might appear in our policies and programs.

To provide an informed and authentic partnership with our community, we commit to continually pursuing learning opportunities through formal trainings and informal discussions with our stakeholders. We commit to increasing diversity within our board and staff. We commit to being a welcoming space that works with our community in seeking out their insights as we grow together in the direction of our programming and overall strategic vision.

We stand in solidarity with Black Lives Matter to dismantle white supremacy and build an anti-racist institution within our studios and community. We acknowledge the stolen land of Massachusetts Tribe where our current studio resides in Jamaica Plain and from where the Colony, Province and Commonwealth of Massachusetts have taken their name. We pay respect to the ancestral tribe and the descendants who still inhabit historical Massachusetts tribe territories to this day. We support all of those who identify in the ALAANA+ community (By ALAANA+ we mean: African, Latinx/a/o, Asian, Arab, Native American, Indigenous, First Peoples, Black, African American, Multi-racial, People of Color, Caribbean...) to support a racially just society. We support our disabled students and staff by committing ourselves to the framework learned through the UP Network of MA Cultural Council and honoring disability rights framework in our curriculum building and spatial design. We honor our LGBTQIA+ community members and support however they choose to identify in our space. We support our women and gender non-conforming folks in the movement for gender equality. We honor our immigrant families that have been targeted and displaced at our borders as they fight against xenophobia and the right to be in our shared country. We are committed to providing systemic change related to equity through advocating for public and private sector policies that promote cultural equity.

Our Executive Director, staff, board, and community stakeholders will work together to develop a long term strategic framework to identify areas of progress and work towards continually building an equitable culture and community.