



Our commitment to equity, diversity and inclusion

Laugh Factory Inc. supports a full creative life for all humans and believes that all members of a community should enjoy comedy which reflects and nourishes their identity, self-esteem and self-efficacy.

Laugh Factory Inc. is committed to ensuring racial and cultural equity in its shows, programs, publicity, leadership, staffing and partnerships.

Laugh Factory Inc. believes that equity moves past inclusion and representation; accepting that power has created uneven starting points for some communities and individuals. We therefore commit to championing policies and practices of equity that promote a just, inclusive, equitable nation.

Definitions

Inclusion and access:

- Every member of a community having opportunities and access to encounter, appreciate, participate in, learn and be informed about the arts and entertainment.
- Everyone experiencing equal access to a full, vibrant creative life, which is essential to a healthy and democratic society.
- Fair and just pathways to appreciate and be exposed to the arts and entertainment, as well as attain information and opportunities to fulfill artistic expression and development.

Equity:

- The inclusion and fair representation of multiple diverse populations in outreach and in the allocation of funding, resources, and programs, providing equitable and fair treatment, access, opportunity, and advancement for all people, while at the same time striving to identify and eliminate barriers that have prevented the full participation of some communities.
- All people—including but not limited to those who have been historically underrepresented based on race/ethnicity, age, disability, sexual orientation, gender, gender identity, socioeconomic status, geography, citizenship status, or religion—are represented in the development of arts and entertainment policy; the support of artists and entertainers; the nurturing of accessible, thriving



venues for expression; and the fair distribution of programmatic, financial, and informational resources.

- All people have the right to inherit, develop and engage in intellectual, emotional material and spiritual traditions and heritage.
- Arts and entertainment organizations and artists from all disciplines and cultural traditions are valued equally and supported equitably.

Laugh Factory Inc. acknowledges that in in the United States, there are systems of power that grant privilege and access unequally such that inequity and injustice result, and that must be continuously addressed and changed.

Diversity:

- An organization that reflects and embraces the diversity of its communities in staffing, leadership, programming, including artists and audiences/participants.
- This definition includes all the ways in which people differ, including but not limited to: race, ethnicity, gender, socioeconomic status, age, gender identity, sexual orientation, disability, geography, citizenship status, religion, language, physical appearance, and those affiliating with multiple identities.
- Our definition also includes diversity of thought: ideas, perspectives, and values.

As an organization, Laugh Factory Inc. was founded and runs on the beliefs that:

- Our community's diversity is an asset to our arts and entertainment environment and our economy.
- Every individual has the right to engage in arts and entertainment that celebrate their highest potential.
- Every individual has the right to participate in creative thinking and expression.
- Including communities through the arts and entertainment achieves our highest potential, by promoting mutual respect and understanding.
- The prominent presence of artists challenges inequities and encourages alternatives; and therefore we must lead in our actions.
- Inequity is pervasive and historic. Simple diverse representation does not dismantle the unequal nature of voice, resource allocation, and visibility that exist in the arts and entertainment ecosystems. Disparities and discrimination are daily occurrences that are entrenched in longstanding majority privilege and power inside and outside of the arts; tackling issues surrounding these occurrences requires an understanding of the root causes of disparities within our society.



Furthermore, Laugh Factory Inc. believes that equity is critical to the long-term viability of the entertainment industry. We must all hold ourselves accountable, because acknowledging and challenging our inequities and working in partnership is how we will make change happen.

As an organization, Laugh Factory Inc. takes these actions every day to ensure that our work and practices are driven by the above beliefs:

- Provide informed, authentic leadership for equity.
- Pursue cultural consciousness throughout our organization through substantive learning and formal, transparent policies.
- Acknowledge and dismantle any inequities within our policies, systems, programs, and services.
- Commit time and resources to expand more diverse leadership within our artists and staff.
- Practice proactive outreach to multiple diverse communities to support involvement and engagement in opportunities, programs and partnerships and provide accessibility and inclusivity in all aspects of leadership, partnerships, and programs.
- Commit to systemic change that will remove barriers, thus improving access, empowerment and representation in the development and distribution of entertainment industry products and resources to diverse communities and individuals.
- Acknowledge that there are different methods of communication, and embrace a variety of communication styles that will allow for equitable access.

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