**Letter of Inclusivity**

Rumble Theatre is committed to fostering a working environment which is free from any form of harassment, bullying, or discrimination. We value a workplace which is inclusive and we strive to maintain a supportive space for all. We are committed to actively including all peoples regardless of their age, culture, abilities, ethnic origin, gender, gender identity/expression, sexuality, nationality, race, religion, education, and socioeconomic status. Everyone who is employed by Rumble Theatre or engages with us is expected to use good judgment and be considerate and respectful of others. Our aim is to set a high standard of communication which will be carried forward to our community, creating a more inclusive and creative environment in which to work, live, and play.

It is important that all individuals remain mindful of, and take responsibility for their speech and behaviour in and out of the workplace so as not to shut down effective discussion and other perspectives. This may look like:

* waiting for a speaker to finish what they are saying before replying to them or adding to their point
* respecting everyone's preferred pronouns, and not making assumptions about another's identity (i.e. Experiences, preferred pronouns)
* not pressuring someone to disclose more information than they feel comfortable disclosing
* asking respectful questions when there is something you do not understand
* not using words or phrases that are racist, sexist, homophobic, classist, cissexist, or ableist
* practicing active listening
* suggesting alternate speech acts/behaviours to those you find intrusive or offensive
* maintaining respectful behaviour at work-related events (e.g. Opening night receptions, closing parties, etc)

At Rumble we aim to hold space for everyone to define and communicate their identities in whatever way they choose, and we encourage everyone to develop an awareness of their own blind-spots when it comes to different forms of privilege, and of their own preconceptions.

If you witness or are on the receiving end of any form of inappropriate behaviour or speech (including but not limited to the examples discussed above), please feel free to address the situation directly if you are comfortable doing so. If not, please reach out to any Rumble staff member and we will address the situation. If you feel uncomfortable taking your concern to a Rumble staff member for any reason, please contact Rumble Theatre board President Lyndsay Watson (cell: 604-868-5457 lyndsaydw@gmail.com). We ask that you refrain from any kind of public shaming in person or through social media, as this has the potential to shut down necessary dialogues.

Thank you for honouring Rumble's commitment to creating a productive space for all.