

emBODY PROJECT THEATRE

EQUITY, ACCESS & ANTI-OPPRESSION POLICY

embodyprojecttheatre.com · embodyprojecttheatre@gmail.com

Applies to: All emBODY Project Theatre artists, students, audiences, staff, and collaborators · Last updated: June 2026

emBODY Project Theatre is grounded in the understanding that the body is a site of knowledge, history, and power, and no body arrives in our spaces outside of history. The same systems of oppression that shape bodies in the world shape rehearsal rooms, training spaces, and theatres. This policy names our commitments plainly and holds us accountable to them. It is a living document, not a fixed statement, and we expect it to grow with us. This policy works alongside our Community Conduct & Care Policy, our Accessibility and Accommodations guidelines, and our Research, Documentation, and Media Policy.

OUR CORE COMMITMENTS

We affirm the dignity of every body.

We welcome artists, audiences, and collaborators of all races, genders, sexualities, body sizes, disabilities, ages, and backgrounds. No one is asked to leave parts of themselves at the door.

We name power and body culture.

We acknowledge that rehearsal rooms, classrooms, and theatres exist inside systems of oppression. We work to name how power operates in our spaces and to interrupt harmful patterns where we find them, including in ourselves.

We hold both rigor and care.

We are serious about the work and serious about people. We aim for processes that challenge artists and audiences without treating anyone as disposable.

We practice consent and choice.

Participation in physical, emotional, and research-based work is invitational. People have the right to set and adjust their limits at any point, without justification and without pressure.

We remain teachable.

We understand that equity and anti-oppression are ongoing practices, not finished achievements. We expect to keep learning, adjusting, and being held accountable.

1. HOW THIS SHOWS UP IN OUR PRACTICE

Casting, Collaboration, and Hiring

We seek to build Ensembles, Labs, and teams that reflect a wide range of identities, lived experiences, and body types. We do not assume a default performer or a default leader. We work to make audition, Lab, and hiring processes as transparent and accessible as possible within the realities of each project. When work engages specific cultures, communities, or lived experiences, we prioritize collaboration with people who are directly connected to those experiences.

Rehearsal Rooms, Labs, and Studio Spaces

We design rooms with consent-forward practices, clear communication, and time for reflection. We name power dynamics between roles (director, performer, researcher, student) and work to reduce the risk of coercion or unspoken pressure. We invite participants to name access needs, boundaries, and questions, and we make adjustments when we are able. We treat participants as co-researchers, not as raw material.

Training and Pedagogy

We recognize multiple ways of knowing and learning, including embodied, intellectual, emotional, and cultural knowledge. We design exercises and Lab structures that can be adapted for different bodies, neurotypes, and

access needs. We explicitly connect performance training to body culture, identity, and social context, rather than pretending that technique exists outside of history or that any body is neutral.

Research, Documentation, and Public Sharing

Our Research, Documentation, and Media Policy explains how we gather and use feedback, images, and recordings. Participation in surveys and interviews is always voluntary. When we share testimonials, images, or reflections publicly, we seek consent, anonymize when appropriate, and aim to represent people and communities with care. We do not use anyone's story or likeness without their knowledge.

Community Events and Partnerships

We aim to host community events that are welcoming, culturally conscious, and attentive to harm that can occur even in ostensibly open spaces. We seek partnerships that respect community knowledge and do not extract stories or labor without reciprocity.

2. ACCESS AND CARE

Access is not one size fits all. We treat it as an ongoing design question, not a compliance category. Where possible, we provide clear information about venues, physical access, and event conditions; offer options around seating, participation level, and sensory load when we can; build in pauses, breaks, and grounding practices when work is physically or emotionally intense; and adapt exercises so that people with different bodies and capacities can participate meaningfully. We invite artists, participants, and audiences to share access needs in advance or in the moment, and we will make reasonable efforts to respond within our capacity and resources.

3. ACCOUNTABILITY AND FEEDBACK

We know we will not always get this right. We are committed to hearing concerns, learning from them, and taking action where possible. If you experience or witness harm, exclusion, or oppressive behavior in an emBODY Project Theatre space, including racism, sexism, transphobia, homophobia, ableism, fatphobia, classism, or any other form of discrimination or harassment, we encourage you to reach out.

If your concern involves emBODY's Artistic Director or another member of leadership, or you would simply feel more comfortable speaking with someone else, you may instead contact our Producer/Production Manager directly.

Confidentiality, non-retaliation, response-time commitments, and the full process for how we respond to reports of harm, exclusion, or oppressive behavior, including how concerns are documented, followed up on, and resolved, are set out in full in our Community Conduct & Care Policy, which governs this alongside our other guidelines. This work does not have an endpoint.

Corinne M. Mason, Artistic Director

embodyprojecttheatre@gmail.com

Authorized Signature

Date: June 2026