



Curious  
THEATRE  
COMPANY



CURIOUS  
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COMPANY'S

# Commitment to Changing Our Future

ENGAGING OUR COMMUNITY IN  
IMPORTANT CONTEMPORARY  
ISSUES THROUGH PROVOCATIVE  
MODERN THEATRE

UPDATED 12/19

# LAND CELEBRATING ACKNOWLEDGMENT

AUGUST 2022

Curious Theatre Company pays our respects to Elders past, present, and future, and to all those who have stewarded the land and water of this area for generations.

We honor and acknowledge that our building stands on the traditional and unceded territories of the Tsétséhéstaestse (**Cheyenne**), the Hinono'eiteen (**Arapaho**), Nuche (**Ute**) and Očhéthi Šakówiŋ (**Sioux**) peoples. This area was also the site of trade, hunting, gathering, and healing for many other Native Nations including 48 contemporary tribes and nations. We offer respect to these peoples—past, present and future and acknowledge the painful history of genocide and forced removal from this territory. We recognize that U.S. public policy has been used to displace Indigenous communities, erode Tribal Nation sovereignty, and forcibly assimilate Native individuals into U.S. society.

We also acknowledge the labor of enslaved Africans and their descendants who worked this stolen land for the colonists, and who continue to disproportionately face economic oppression, racism, violence, and exploitation.

May this acknowledgment express Curious' commitment to grow and deepen its relationships with those enslaved people and their descendants and the Indigenous communities who continue to uphold their sacred relation to this land.

~ Team Curious

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FALL  
STAFF  
RETREAT

# BEGINNING FALL 2022 STATEMENT

AUGUST 2022

Our value of an unwavering commitment to diversity, equity, and inclusion has been and continues to be an integral part of the Curious Theatre Company's DNA and as we continue to explore, decipher, dismantle, and reflect, we take the responsibility of racial equality and social justice within and outside our walls with the utmost seriousness.

Curious Theatre Company has a rich history of exploring artistic programming through a diversity, equity, and inclusion lens. Over the last ten years, 75% of Curious plays have been written by playwrights of color, LGBTQ playwrights, or female playwrights. We acknowledge this is not enough. We recognize there is more work to do in all areas of the organization. We are on an actionable anti-racist anti-bias journey and have elevated diversity, equity, and inclusion as one of our four strategic focuses. We recognize the work will not happen overnight, however; we are committed to doing the work to impact transformational change. We invite you to check back each quarter to read about where we are on this journey.



# UPDATED WINTER 2022 STATEMENT

DECEMBER 2022

Our journey towards an actionable and elevated DEI strategic plan is rooted in our desire and responsibility to operationalize our value of “an unwavering commitment to diversity, equity, and inclusion” at every level of our organization. As we are in a leadership transition year, admittedly we have not been able to move as quickly as we originally imagined. However, we have made some organizational shifts to help us build towards the future. We have taken a close look at the past as a way to begin mapping a path for the future; although the map is not fully realized, we have identified a few key DEI focus areas for our organization.

## CULTURAL HUMILITY

- Anti-racism/anti-bias policies updated
  - Added to website and employee handbook
  - Added to all welcoming materials for artists, contractors, volunteers, designers, and crew to establish expectations.
- Ongoing and consistent DEI training for staff and Board
  - Promote positive cultural conversations around diversity, equity, and inclusion
- Creation of an internal DEI committee; cross section of staff, board, and artistic company members (in process)

## INCLUSIVE SPACES

- Updated internal signage to reflect all gender restrooms
- Upgraded assisted listening devices for an enhanced experience for all patrons
- Adoption and implementation of Colorado Theatre Standards

## PROGRAMMING

- Implementation of a post-show assessment to gauge how we are living out our organizational values
- Curating wrap around programming for elevated audience engagement

**WE WILL CONTINUE TO DRIVE AND ELEVATE THE RICH  
HISTORY OF BOLD, AUDACIOUS THEATRE TO RADICALLY  
IMAGINE OUR PATH FORWARD.**





# Committed to Lighting The Way

FOR THOSE  
IN OUR COMMUNITY.



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