



At the Circus Project, our mission is to use circus arts as a catalyst for personal and collective transformation. To achieve that mission requires the full and active participation of talented and committed individuals. We are a stronger organization by fostering an atmosphere of inclusion and support. We value and aim to incorporate the strengths afforded by multiple lived experiences, perspectives, ideas, and contributions of a diverse community. We will continually work to enhance our ability to recruit, retain, develop, and engage the full potential of employees at all levels.

Our goals are to provide an inclusive, equitable, and supportive environment where staff, coaches, students, and members feel confident to engage in dialogue, learning, and behavior that enriches our community with cultural humility.

Committee Purpose

The Equity Team will assist the institution in developing a comprehensive strategic equity plan focusing on the following categories:

- Establish applying our Equity Lens as an institutional habit
- To set the quarterly project and budget priorities for furthering equity and inclusion at the Circus Project, including recommending professional development training to further trauma-responsive and equity driven policies and practices.
- To define the project goals and assemble/recommend appropriate project teams to accomplish goals
- To decide how the team operates and makes decisions
- To recruit and select future Equity Team members
- Cultivate growth, learning, and understanding of personal biases

Who: 5-7 people representing a diverse group of people representing multiple organizational positions and perspectives and a commitment to EDI (Equity, Diversity, Inclusion) work. Payroll staff are paid at the administrative rate for participation. Students and other community members will receive a stipend of \$75/quarter.

When: The team currently meets on the first Friday of each month, 9:30 - 11 am over Zoom.

How: The Equity Team currently makes decisions using a modified consensus model to make decisions, and rotates meeting roles (facilitator, notetaker, timekeeper, other roles as needed). We use Slack to communicate and plan in between meetings.



Onboarding Process

EDI is a complex process, and every organization's EDI journey is unique. Candidates for this committee shall be dedicated to promoting diversity, equity and inclusion efforts internally and outside of Circus Project. Qualified individuals shall represent a unique perspective in relationship to the organization. We seek to create a generative discussion between all members of the community, including but not limited to: managers, trainers, students, coaches, support staff, and board members. We encourage those passionate for our community to express interest to existing members.

If you are interested in learning more about this opportunity contact Kirsten Collins (kirsten@thecircusproject.org) and/or Rhen Miles (rhen@thecircusproject.org)