

Geordie's IDEA-R Action Plan

GOAL	DETAILS	
1	<p>Programmatic Leadership</p> <p>Geordie will strengthen the Canadian TYA landscape by committing to programming that celebrates and promotes Geordie's IDEA-R values. We pledge to:</p>	<ul style="list-style-type: none"> - Develop and maintain programming practices that promote inclusion and accessibility - Develop and maintain hiring policies and practices for artistic personnel that promote inclusion and accessibility. - Create visibility and model a system around the implementation of Geordie's IDEA-R Framework.
2	<p>Commitment to Indigenous Communities</p> <p>Using Geordie's IDEA-R values, Geordie will engage in mutually reciprocal and transparent relationships with Indigenous communities, actively centring Indigenous voices in order to become a positive conduit for change in the theatre community. Geordie will:</p>	<ul style="list-style-type: none"> - Create and continually reimagine autonomous and decolonial spaces for interested Indigenous theatre creators. - Engage with Indigenous communities to identify reasons within Geordie why they may not have had opportunities, or felt safe to work with Geordie Theatre, and actively rebuild the relationship. - Create meaningful paid training, leadership and mentorship offerings for Indigenous individuals for many different types of employment in the arts (artistic, administration, education).
3	<p>Financial Impact</p> <p>In order to grow and diversify sustainable revenue streams and investments that are aligned with our IDEA-R values, Geordie will:</p>	<ul style="list-style-type: none"> - Create a living definition of ethical investing through the lens of IDEA-R - Seek and secure investments and partnerships that allow us to leverage our resources - Find and foster donors, sponsors and partners that align or could align with Geordie's IDEA-R and SDG priorities documents - Actively review our current and potential major donors, sponsors and partners and exclude those that won't align with Geordie Theatre's IDEA-R values