



Diversity, Inclusion and Equal Opportunities Policy

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Prepared by: MLOC Productions Board of Management

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Preamble

MLOC Productions has, at its core, a mission to deliver theatre opportunities to as many people as possible. Therefore, supporting diversity, inclusion, and equal opportunity for all is an important part of how the company is run.

This document outlines our guiding principles with regards to diversity and representation within and for our organisation.

Equal Opportunities

- MLOC Productions provides equal opportunities for all those involved in the Board of Management, production teams, cast, crew or audiences. It aims to ensure that no one receives less favourable treatment on the grounds of sex, race, colour, nationality, disability, ethnic or national origins, class, marital status, civil status, sexual orientation, gender identification, age, political leanings, or religious belief.
- MLOC Productions acknowledges the traditional landowners of the lands on which we rehearse and perform, the Bunurong people of the Kulin Nation, and celebrates their Elders past, present and emerging. We recognise the tradition of the First Nations people of Australia as storytellers and welcomes Indigenous artists into our organisation.
- MLOC Productions recognises that, although 'colour blind' casting is important, when casting parts written specifically for BIPOC (black, indigenous, people of colour) performers, production teams should ensure that BIPOC performers are cast in these roles. If a suitable BIPOC performer does not audition, the production team should use other avenues to cast this role. Caucasian performers should never be cast in these roles, nor should the use of make-up or similar be used to suggest that a performer is from a different race than their own (eg. blackface, yellowface, or the use of fake tan to change skin colour).
- Applications for roles on the Board or within productions from people with disabilities are welcome.
- The President is responsible for promoting the company's approach to continually improving all aspects of diversity within the company. However, it is the responsibility of all those involved with MLOC Productions to ensure this policy is upheld.

Leadership and Volunteer Diversity

- We embrace diversity of experience and thought, and we seek to cultivate leaders, as well as training opportunities.
- We look outside of theatre to encourage applicants from the visual arts, dance, opera and the fringe whose perspectives and systems can help change us and make us better.
- We create training opportunities to mentor and develop the best and the brightest talent from the widest pool, encouraging those for whom opportunities in theatre may have been hard to come by and supporting them across all areas to fulfil their potential.

Audience Development and Public Engagement

- Each campaign for each show will be seen through the prism of diversity.
- We will foster a culture of simultaneously attracting new audiences and encouraging repeat attendance and loyalty.
- We will seek to broaden our reach within the community, using digital strategies alongside traditional marketing and personal contact, reaching out to all sections of our society.
- We will be rigorous in collecting and analysing data and get to know our audiences.
- We will strive to ensure all performances are as accessible as possible and audit this regularly, internally and externally. We want to be open, friendly and welcoming and provide an environment in which everyone can come together to make and experience the best theatre.
- We will ensure that accessibility information for venues is made available prior to performances via our website.

Diversity Statement for Audition Information

MLOC Productions are deeply committed to celebrating and reflecting the rich diversity of our community through the stories we bring to life on stage. We seek to embrace performers from all walks of life.

We encourage individuals of all backgrounds, ethnicities, abilities, gender identities, and experiences to audition and join our production. We believe that our storytelling is enriched when we welcome diverse perspectives and talents. Whether you are new to the stage or a seasoned performer, we invite you to share your voice and passion with us as we work together to bring this production to life.

For MLOC Productions, inclusivity is at the heart of our community, and we are committed to providing equal opportunities for all performers, both on and off the stage.