

Surrey Civic Theatres’ Commitment to Anti-Racism



Surrey Civic Theatres’ vision is to provide unparalleled opportunities for diverse, transformative, performing arts experiences, that inspire artistic expression, imagination, and discovery. Our mission is to be a gathering place where artists, audience and the community find inspiration and connection. Surrey Civic Theatres recognizes that to achieve our vision and mission we must be informed by and include Indigenous, Black, and People of Colour’s voices and stories that celebrate the rich diversity of our community. We are learning from the Black Lives Matter movement and recognize that racism and systemic racism continues to persist. It is important that we ensure that Surrey Civic Theatres continues to be a safe place for difficult conversations about complicated subjects, including racism and intolerance.

In order to provide a safe and supportive space that challenges the acts and legacies of systemic racism, Surrey Civic Theatres commits to the following actions:

- Staff will engage in an ongoing process of self-examination through diversity and cultural sensitivity training and consultation to address implicit bias, racism, and to develop skills in allyship; new staff will receive training as part of their orientation.
- Communicate plans and strategies as they develop; align plans with City of Surrey values, and diversity and inclusion goal of providing “an environment that is supportive of the dignity and self-esteem of all”.
- Better reflect the diverse community in programming and continue to facilitate events and celebrations held in our venues by the City’s many community organizations.
- Decentralize white, colonial narratives, and voices on our stages.
- Improve access and opportunities at Surrey Civic Theatres for all citizens, regardless of race, gender, sexual orientation, age, diverse abilities, socio-economic status, or religious affiliations.
- Investigate, seek to understand, and eliminate any barriers preventing people from participating in Surrey Civic Theatres’ activities as audience, student, or artist.
- Review and amend if necessary, our vision, mission, and artistic statements to best reflect values of anti-racism and inclusion.
- Work with City of Surrey HR Department to explore ways to further diversify Civic Theatres’ staff

Surrey Civic Theatres is committed to taking these actions to eradicate racism and implicit bias from our operations. It is the intention of Surrey Civic Theatres to provide a welcoming and supportive space for racialized and marginalized communities to share their many stories.

If you want to share your thoughts or suggestions, please contact us here:

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