



NORTH POINTE BALLET

We are truly at a loss for words at the deplorable injustices happening against the black and brown community, but we cannot and will not stay silent.

NPB condemns all acts of racism and violence. As an organization committed to diversity and whose mission is accessibility for all populations, NPB joins ballet companies across the nation to support the advancement of racial equity in ballet, dance, art, and life.

Inclusivity is at the core of NPB's mission. A deep respect for differences is at the heart of our programming. Racism has no place here. We sincerely apologize for any missteps that we have made, both as an organization and collective ballet community, in not advancing the racial and cultural equity in our artform.

NPB has committed to the following action items:

- All employees, contractors, and volunteers at NPB contractually agree to a Code of Ethics that denounces harassment and prejudice in all forms.
- Beginning in August 2020, all employees, contractors and volunteers will undergo sensitivity training, education and reflection to ensure those principles are upheld in all of its practices.
- All student cast members will be engaged in conversations about diversity, empathy and tolerance prior to beginning rehearsals for a production
- North Pointe Ballet will make changes to traditional ballet choreography to eliminate outdated and offensive stereotypes from all productions, including "The Nutcracker."

North Pointe Ballet encourages all of its affiliates and patrons at this moment to educate themselves and has compiled resources that can be found here:
<https://docs.google.com/document/d/1MNWnNccSiLo5erhJyBJwLNa7Bh-TKFiNIbdptQo5Sv8/edit?usp=sharing>

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