



Inclusion Statement

People are at the centre of the Globe's work. We create ways for the wide Globe community to feel visible, and for everyone's contributions to the Globe's purpose be heard and respected.

We respect individual lived experience and drive inclusion through empathy, care, and rigour. This helps us regularly improve how we empower and support people to do their best work. We will be honest and acknowledge where we are and our trajectory in this intention as we work towards a shared common purpose to create greater inclusivity.

Aim

To make Shakespeare's Globe a beacon of Diversity, Equity, and Inclusion by building an environment to allow people to thrive and feel a sense of belonging, and as a result becoming an employer of choice.

Inclusion Framework Principles

- *Acknowledged and actioned, but never ignored:* We will not accept any form of racist, sexist, misogynistic, xenophobic, homophobic, transphobic, ableist, islamophobia, antisemitism or any other discriminative rhetoric or actions. We will all work together to minimise microaggressions and acts of exclusion through conversation, learning, and empathy.
- In light of this, it is not up to your colleagues to educate you in their culture, characteristics, personal choices or beliefs, as they are not reflective of an entire population. Therefore, respecting each other's beliefs, even if they are different to your own, is an expectation of all Globe people.
- The Globe has a wide range of events and resources for learning – make use of these to educate yourself, or for more specific queries, speak with the People & Culture team or Globe community groups.
- We maintain the importance of differences and respect into all that we do, acknowledging the benefit of differences, and ask you to live our Globe values of being collaborative, inclusive, innovative, and accountable when working with or at the Globe.