

A History of Inclusiveness

Since our inception over 43 years ago, Imagination Stage's core values and mission have affirmed our commitment to Inclusion, Diversity, Equity, and Access (IDEA) for all children, as well as for our artists and staff. As a female-founded and -led organization, we recognize the imperative of IDEA in every aspect of operations, including hiring, program planning & implementation, and governance.

We were pioneers in the development of accessible programs, launching **Arts Access** in 1988 to serve children who have cognitive and/or physical disabilities and **Deaf Access** in 1989 to serve children who are Deaf or Hard of Hearing. Today, these cutting-edge programs have become our Access & Inclusion Department, which ensures all children in our programs receive the support they need to thrive.

OUR ACCESS CLASSES ARE DESIGNED TO MEET NEURODIVERSE LEARNERS

Access classes cover the same subject matter and goals as all of our other classes, but the learning environment, pacing, and structure of the classes are designed specifically to meet the needs of neurodiverse learners in a peer-group setting. Teaching artists for Access Classes receive more extensive training in teaching neurodiverse populations and continuously adapt their lesson plans to the needs of their specific ensemble of students.



Our acclaimed **Pegasus Ensemble** program is a two-year conservatory designed expressly for students ages 14-21 with cognitive and/or physical disabilities. The ensemble has received a prestigious National Endowment for the Arts grant for FY24-25, which will provide for a summative evaluation of the program. The first year provides acting training so students can develop performance and collaborative ensemble-building skills. The second year has the students, plus professional director and design team, rehearsing a play which culminates in a full production, allowing family, friends, and fans to celebrate their extraordinary achievement.



13 students participated in Pegasus Ensemble in FY23

ALL OUR PROGRAMS ARE DESIGNED WITH INCLUSION, DIVERSITY, EQUITY, AND ACCESS (IDEA) AS A FOUNDATION

Imagination Stage makes all classes, camps, and other programming inclusive for students of all abilities, ensuring a space to build theatre arts and social skills, be creative, and have fun. Our dedicated Access & Inclusion team works with families and teaching artists to ensure a successful experience for every student.



Access & Inclusion has been at the center of our classroom culture for 35 years and counting.



THANK YOU FOR PROVIDING SUCH A WONDERFUL SPACE AND ENVIRONMENT FOR OUR KIDS TO GROW AND SUCCEED!"

- Imagination Stage Parent

Each of our shows has at least one **ASL-interpreted** and one **sensory-friendly** performance. We offer wheelchair accessible seating, large-print programs, assistive listening devices, and **sensory-friendly items** such as noise-canceling headphones and sunglasses.



STATEMENT AGAINST RACISM

Imagination Stage does not tolerate any form of racism, harassment, or bullying. We invest in anti-racism training and promote a board and staff working group focused on building anti-racism into the fabric of our workplace. We acknowledge that becoming an anti-racist organization is a continual process without a finish line, and are humbled daily on this journey.