

Address

PO Box 248
Montchanin, DE 19710 USA

Phone

302-478-3355

Email

admin@brandywiners.org

Website

brandywiners.org

CULTURAL COMPETENCY PLAN & POLICY

The Brandywiners Ltd Cultural Competency Statement

The Brandywiners Ltd aims to create an enriching and creative time for all participants (performers, production staff, volunteers, audience, and board) by championing policies and practices of cultural competency that empower a just, inclusive, and culturally competent experience.

The Brandywiners Ltd commits to be inclusive and diverse when selecting members of the annual show and choral selection (based on those who audition). The Brandywiners Ltd meets its volunteer base *where they are* and hopes to continually improve their understanding of others and ability to work with people who are different from themselves.

Scope of the The Brandywiners Ltd Cultural Competency Plan & Policy

The Brandywiners Ltd leadership ensures that the organization has a policy, plan, and strategies in place that enable The Brandywiners Ltd to effectively serve and interact with people equitably across different cultures and backgrounds.

The Brandywiners Ltd has adopted this definition for cultural competency from The Alliance for Nonprofit Management:

“a community-centered process that begins with an understanding of historical realities and an appreciation of the community’s assets in its own cultural context. The process works to enhance the quality of life, create equal access to necessary resources, and promote community partnerships resulting in strategic and progressive social change.”

The The Brandywiners Ltd cultural competency plan and policy benefits include:

- *A more inclusive theatrical environment.* Increasing cultural competency among the board, organizational leadership, staff, and volunteers can help all involved feel more comfortable and secure while working with The Brandywiners Ltd.



- *Improved program delivery.* A keen understanding of cultural competency can help The Brandywiners Ltd improve the design and delivery of their programs including the annual show selection (attracting a culturally diverse cast and production team).
- *Increased ability to work in multicultural communities and reach out to new communities.* Culturally competent The Brandywiners Ltd participants are successful at working and building trust within multicultural communities.
- *Stronger partnerships with external organizations.* For instance, The Brandywiners Ltd works more successfully with partner organizations (e.g program advertisers and sponsorships) because of its internal strengths in cultural competency. Donors want to be assured that their support goes to organizations that are intentional about cultural competency.
- *Improved involvement of program participants.* The Brandywiners Ltd values, and involves, program participants in organizational decisions and program participants influence the organization and are included in the organization's decision-making process.
- *Better outcomes.* Ultimately, The Brandywiners Ltd offers greater attention to cultural competency because it will benefit from and utilize a wide range of talent, input, and engagement in achieving their missions.

Cultural Competency Tailored to The Brandywiners Ltd

The Brandywiners Ltd cultural competency plan and policy is tailored to fit the unique needs of its organization. Cultural competency plan includes:

- Board, audience, and program participant self-assessment;
 - Through open-ended question via annual surveys to participants, audience, and volunteers, The Brandywiners Ltd gathers valuable feedback to help shape cultural sensitivities for future productions.
- And incorporate a range of participants, volunteers, and other stakeholders regardless of race, creed, gender identity, or sexual orientation.

To learn more, visit www.Brandywiners.org or send an email to admin@Brandywiners.org.

Cultural Competency Plan & Policy
approved by The Brandywiners Ltd Board of Directors
May 4, 2020