

SILO THEATRE TRUST

Diversity and Inclusion Policy

Last Updated December 2025

Policy Statement

Silo Theatre Trust (**Silo**) is a Tangata Tiriti organisation that recognises the privilege and platform we hold as a predominantly Pākehā company, shaped by a Pākehā theatre lineage.

We acknowledge Te Tiriti o Waitangi as the founding document of Aotearoa and that Māori as Tangata Whenua never ceded Tino Rangatiratanga or sovereignty to the crown.

Silo promotes and takes a whole of company approach to inclusion, diversity by actively honouring Te Tiriti o Waitangi and by reflecting the diverse population, communities and cultural environment of Tāmaki Makaurau and Aotearoa, including Moana Oceania and migrant communities.

We are committed to enacting structural change through practical actions. We aim to create an inclusive and collaborative workplace kaupapa and culture by attracting, developing and retaining diverse individuals across all levels, including governance, employment, programming, production and audience. We believe that a multiplicity of voices can be our greatest strength and as a company we are passionate about seeing a much more equitable distribution of who holds power within our industry and within our storytelling. We see this as one of our greatest strengths.

[See Silo Theatre Trust Tangata Tiriti Policy]

Scope

This Policy applies to employees, contractors and partners (**Personnel** or **you**) of Silo.

Important Terms

For the purposes of this Policy:

- *Diversity* includes characteristics and considerations across gender, age, culture, disability (mental, learning, physical), economic background, education, cultural, geographic background, language(s) spoken, marital/partnered status, physical appearance, race, religious beliefs and gender identity, sex or sexual orientation. We also define diversity as the different perspectives, experiences, ways of thinking and opinions that people from different backgrounds bring to a group.

- *Inclusion* means that the contributions, presence and perspectives of our diverse people are valued and integrated into our community at every level.

Principles

Value

We recognise and celebrate the value of diversity and inclusion across all aspects of what we do. Embracing a variety of perspectives and experiences makes us stronger, more connected, more open and more resilient.

Accountability

We're committed to inclusive working environments, where people have a sense of belonging, feel connected and where difference is celebrated. All of us, across all areas of the company, are accountable to create a culture where individual differences are supported, respected and valued.

Transparency

We strive to create a transparent working culture where people feel confident and comfortable being themselves.

Commitment

We want to make a real difference. Through leading models of best practice, we believe we can make a wider sector impact. Through models that support equitable, safe and empowering practice across all areas of our work, we believe we can positively change the culture more broadly.

This Policy in Practice

This is a live document and is intended to be actively and regularly reviewed and updated. This policy is intended to sit alongside Silo's Code of Conduct.

Governance

The Board will be responsible for developing, communicating and reviewing this Policy and ensuring it is enacted at a governance level. This includes committing to identify and appoint trustees who reflect the diversity goals set out in this policy (where such trustees are available for appointment).

The Board will support the Executive Director and the Artistic Director to the extent necessary to help them implement this Policy, as detailed below.

Operations (Management and Employment)

The Executive Director will be responsible for the day-to-day implementation, support for and monitoring of the Policy in Silo's operations.

In addition to this, Silo Personnel will be responsible for meeting the requirements of the Policy.

Programming and Casting

The Artistic Director will be responsible for the implementation, support for and monitoring of this Policy across all programming and casting decisions.

Version History

<u>Version</u>	<u>Changes Made</u>	<u>Who</u>	<u>Date</u>
1.3	Tangata Tiriti Policy reflected Whole document reviewed against 2027 - 2040 Strategy	Kaan Hiini, Sophie Henderson & Tim Blake	January 2026
1.2	Policy Statement updated Principles added Terms updated	Rachel Paris & Chloe Weavers	April 2022
1.1	Terms updated	Rachel Paris	19 December 2019
1.0	Policy created	Rachel Paris	2018

The Silo Theatre Trust Board