



GBACG Anti-Racism Action Plan

We will be continually working on actions to build a better and inclusive GBACG, through learning from the mistakes of our past, to learning from the inspiring voices within our community and beyond. With the global pandemic, many people becoming more aware of the social structures that harm BIPOC and marginalize people in our country, and many social interactions going online, now more than ever organizations, especially those hobbies that have connections to the past and history need to make concrete changes in order to have welcoming events and experiences in the future. If GBACG doesn't work to create a more diverse and accessible community than we would be showing that we don't care about the voices/input/participation of diverse individuals.

1. We will commit to include more diversified voices in our Finery articles and our workshops, and seek them out. We will encourage more articles on costuming for those who don't sew or on a time or financial budget to ensure anyone who wants to can participate in dressing up. We will also reach out to membership to include articles that they would like to write to represent their culture. And yes, we will pay for these articles.
2. We will work to better diversify our Board so that we have more voices at the table when designing events and workshops for our GBACG membership. In an effort to help gain a more inclusive Board, we will write descriptions for each position to increase visibility and adoption.
3. We will revise the language in our harassment policy so that it is more specific for what harassment is to better protect our membership, and will share exactly what actions we will take in situations when behavior is against our values.
4. We will expand our scholarship in two ways: Membership based programs for Costume Academy, or workshops, but also for events. As well as extending sister-guild benefits to [Celebration Arts](#), [African American Shakespeare Co](#), and [African American Art and Culture Complex](#).
5. We will better engage with Black and Minority run Bay Area Organizations that align with the GBACG mission and non-profit status. As a Board, we will reach out to the above listed non-profits and discuss future workshops and collaborations.