

# STRATEGIC PLAN

2023-2028

## MISSION & VISION

As Canada's preeminent feminist theatre, Nightwood cultivates, creates, and produces extraordinary theatre by women and gender-expansive artists, liberating futures, one room at a time.

## NIGHTWOOD'S VALUES

*Our values underpin our approach to relationships and the work we do. They are reflective of the 'how' we do what we do as well as the 'why'.*

### ● BOLDNESS

We aim for inspiration, transformation and discovery in our audiences. Our work and work practices are unapologetic and trailblazing, welcoming opportunities for growth.

### ● OPPORTUNITY

Nightwood empowers audiences and artists by giving voice to varying perspectives, offering opportunities for growth, and a space to connect. This value shapes our hiring practices, mentoring and our desire to share knowledge.

### ● INCLUSIVITY

We are committed to producing art that is driven by - and that gives voice to - a multiplicity of identities, prioritizing those equity deserving communities.

### ● INTEGRITY

We believe in transparency and accountability to our supporters, funders, partners, artists and team members. The trust we build in our relationships is everything.

### ● CARE

Nightwood believes in upholding a culture of care, recognizing the value of bringing our full selves to spaces of work and gathering, where the best intentions in others are assumed.

# NIGHTWOOD'S GOALS

## CREATE

*Create stunning & thought-provoking theatre through care-driven processes.*

1

Develop and present extraordinary theatre that prioritizes women and gender expansive folks of multiple intersecting identities, with a strong focus on how we do things.

## FLOURISH

*Flourish towards a sustainable future.*

2

This goal is focused on Nightwood internally – finance fundamentals, governance, office – mostly financial and workplace culture

## MODEL CHANGE

*Model change towards an equitable sector.*

3

Pushing for tangible improvements to working conditions and opportunities in the sector, utilizing an intersectional feminist lens.

## ENGAGE

*Engage Nightwood's stories and communities.*

4

Deepen community and audience relationships to increase visibility of our work, and depth of engagement with a focus on quantitative metrics.

## HOW FEMINISM FACTORS INTO WHAT WE DO

Feminism is a series of frameworks, ideologies and movements. Specific to each era, region and culture, feminism is ever changing and evolving, with the ultimate goal of a world where women and gender expansive people have complete autonomy over their lives.

### NIGHTWOOD USES THE FOLLOWING FEMINIST PRINCIPLES TO ANCHOR OUR MISSION:

## REPRESENTATION

Practices that seek to increase the number of women and gender expansive folks, prioritizing those from equity-owned groups, in the creation and presentation of theatre work and in key leadership positions.

## PROCESS

Processes that emphasize removing barriers to participation, re-examining hierarchy and relationships to power and creating inclusive spaces for everyone to participate and contribute to the best of their ability.

## CARE

Producing feminist works by women and gender expansive folks that prioritizes equity-owned groups.