



Diversity, Equity & Inclusion - Updated Jan 18, 2024

The mission of Barre & Soul is to empower and nurture the human spirit - every human spirit.

Ingrained in the Barre & Soul culture, we welcome differences in age, color, gender identity, national origin, ethnicity, family or marital status, language, ability, political affiliation, race, religion, sexual orientation, veteran status and other characteristics that make our studio communities unique.

As part of our commitment to transparency and accountability, we are sharing our action steps, progress, and plans with our community.

Ongoing:

- Ongoing trainings with professional-level facilitators/experts for staff
- Ensure diverse voices and perspectives are highlighted in our marketing, social media, imagery
- Ensure internal systems allow for transparent communication, brave dialogue, and empowerment, creating a culture where individuals can contribute
- Actively work to diversify our staff by hiring with a diversity mindset and utilize Diversity.com and Workplacediversity.com to post future job openings
- Actively diversify client base and have ongoing dialogue around community engagement on all levels
- Partner with local crisis centers to offer free classes to their clients in Rhode Island, New Hampshire, and Massachusetts
- Select art in studios that is reflective of various identities. Inclusion of diverse array of activists and cultural icons in our studio artwork (such as Frida Kahlo, Roxane Gay, Gloria Steinem and Angela Davis to name a few))
- Created a dedicated DEIB@barresoul.com inbox for a dedicated line of open communication with staff and the public

Upcoming:

- Barre & Soul Open House! Barre Basics and Fundamental Flows offered at \$3 to invite practitioners into the studio and demystify Barre & Yoga.
- Barre & Soul Academy Scholarship application developed and undergoing testing for a February 2024 launch.

- Continue to offer community classes at a reduced fee as well as free Breaking Down the Barre classes to increase financial accessibility to our studios
- Continue to include important observances in our communications as well as in our giving-back class schedule such as Black History Month and Pride Month
- All staff are invited to take part in the next session of [“Calling in the Calling Out Culture”](#) online training, paid for by Barre & Soul

What we’ve done recently:

- [Advanced Calling in with Loretta J. Ross and team](#) offered to staff
- Our Leadership team participated in the [Embrace Yoga’s Roots Online Course](#)
- We partnered with the Veterans Yoga Project for our YTT Graduation Day to learn more about how to support veterans and trauma survivors
- Continued to offer monthly donation classes, benefitting:
 - The Young Survivors Coalition
 - The Trevor Project
 - The American Foundation for Suicide Prevention
 - Praline’s Backyard Foundation for survivors of domestic abuse
 - The Gloria Gemma Foundation
 - The Jimmy Fund
 - The Neighborhood Birth Center
 - Yoga in Action
 - The Longest Day
- Reengaged YTT partnership with Soul City, a Black-owned yoga studio, to help promote teacher training in racially diverse communities
- Discounted YTT rates by \$1,000, making training more accessible
- Offered free classes all day on Giving Tuesday and Black Friday both in studio and virtually
- Our first ever Member December allowed members to bring as many friends as they’d like to class for free
- All four studios collected food pantry items to support their local community during the holidays
- We completed pregnancy module re-recording for greater gender inclusivity in Barre & Soul Academy
- In our social media, we observed:
 - Explaining why we are no longer re-posting images of calorie counts on our social media to create an environment that feels truly supportive of all and protects those who may feel triggered by an emphasis on burning calories
 - Reposted our Indigenous land acknowledgement in honor of Indigenous Peoples Day
 - We reminded people to use their voice and vote on Election Day

- Our effort to provide free classes to domestic violence survivors is ongoing, providing classes through RESPOND in MA, Haven in NH, and Sojourner House in RI.
- Our leadership team completed the training: [“Whiteness at Work”](#) by the Adaway Group. We also completed the “Calling in the Calling Out Culture in the Age of Trump” course, led by Loretta J. Ross and Loan Tran. Their approach is geared toward meeting folks lovingly where they are at on their social justice journey, much as we do with our students on their mats.
- Offered all studio employees the [“Calling in the Calling Out Culture”](#) online training, paid for by Barre & Soul
- Created DEI Module in our staff Continuing Education Portal, and continue to add resources
- Consultation with [Gina Gomez](#), certified DEI expert, on best practices internally and externally
- Provided information on gender identity inclusion to all teachers and the community. Rolled out new staff policies around sharing and asking for gender pronouns
- Reduced-fee Community Classes to increase accessibility
- No mirrors surrounding practice rooms to help discourage superficial focus on appearance, body image
- Revised our “Sparkle Challenge” and other goal-oriented challenges to be more sensitive to body image/eating/over-exercising concerns, challenge and competition structure overall evaluated from this lens
- Ensured website features people of color, continuing to make all materials and website more inclusive and diverse
- Held a series of Diversity, Equity & Inclusion committee meetings to discuss challenges and possible solutions
- Removed “Namaste” from class closing, to help minimize further cultural appropriation of the term and of Indian culture
- Podcast series from Founder Andrea Isabelle Lucas features diverse voices including Black, Queer, Trans, Muslim, Blind, Body Positive perspectives, among others. Episodes include a focus on how listeners can help drive change
- We added a “Diversity, Accessibility & Inclusion in Yoga” module to our Yoga Teacher Training to help students learn how to create accessible yoga spaces that dismantle bias and cultural divides which can keep us segregated. The bottom line of this learning is to diversify the current yoga and wellness culture, and educate future instructors and leaders on strategies that help us engage equally with all communities.
- Looked deeply at the ethnicity and background of yoga text authors and revamped curriculum in our Yoga Teacher Training to reflect a wider range of identities
- Removed mural in the Harvard Square studio and Melrose Franklin St. studio which did not reflect enough diversity
- Brought marketing in-house and put emphasis on sharing values-based content consistently
- Shared informational newsletters about Pride Month and Juneteenth, continue to offer informative content and resources

- Posted Indigenous Land Acknowledgements for each of our locations, bringing awareness to the original residents of the lands.
- Did a new marketing photo shoot in Summer 2023, keeping diversity, inclusion and belonging top of mind in our creative choices.

We have partnered with, or held Classes for a Cause for:

- Bread of Life Malden
- Margaret Fuller Neighborhood House Inc
- Gather For a Hunger-Free Community
- We Share Hope
- Praline's Backyard Foundation
- The Gloria Gemma Foundation
- The Jimmy Fund
- The Neighborhood Birth Center
- Yoga in Action
- The Longest Day
- Shri Yoga
- The Transgender Emergency Fund
- The Gloria Gemma Breast Cancer Foundation
- The Ocean Conservancy
- Seacoast Soul Models
- ANAD (National Association of Anorexia Nervosa and Associated Disorders)
- Black Women for Wellness
- Ocean State Advocacy (RI)
- Alzheimers Association of MA/NH
- Veterans Yoga Project
- National Abortion Access Fund
- Center for Reproductive Rights
- Queer & Trans Mutual Aid Fund of Providence
- RAICES
- Respond domestic violence crisis center
- GATHER- Seacoast food pantry
- New Heights
- Mayan families
- Hope for Our Sisters
- Dear Jack Foundation Donation Class
- NamaStay Sober Community Conversations
- Boston Marathon Fundraiser for Jimmy Fund

- empowHER Fundraiser
- Planned Parenthood
- Bunny Yoga benefitting House Rabbit Network
- RELAX & RENEW: A Radically Restorative Practice to Reset for Spring, Marathon Fundraiser
- Yoga for All WS
- Operation Lipstick
- Rhode Island Solidarity Fund
- Trans Resistance MA
- Everytown for Gun Safety
- Haven domestic violence crisis center
- Sojourner House

We will continue to update this list quarterly, according to best practices laid out by our DEI Consultant, as a way to make sure that our entire community is updated about our organizational efforts and progress. Our intention is to make sure our actions are in alignment with our goal of creating a more inclusive and equitable culture at Barre & Soul, and we recognize that mission will require constant evolution and attention.

We humbly acknowledge that we won't always get this perfect, and we're committed to doing the work to the best of our ability and to ask for support and insight. This update is meant to be one step in our efforts towards transparency, and we very much want your involvement and feedback. Please feel free to reach out to us at dei@barresoul.com with any comments or questions. Thank you.