

St George's Bristol

Equity, Diversity and Inclusion - Our Commitment



Our Commitment to Equity, Diversity and Inclusion to better serve our audiences, artists, staff, volunteers and the wider Bristol community so that everyone feels at home in our programme and place.

At St George's Bristol, we recognise our responsibility, accountability and sector role in improving our operations, practices, partnerships and decisions to continually support better experiences of arts and culture for everyone. **We commit to the following actions:**

Culture A zero-tolerance policy towards any form of discrimination at St George's Bristol. We encourage an environment of awareness in relation to equity diversity and inclusion. We encourage difference and empower our team to take responsibility for their role in creating an inclusive and welcoming organisation.

Training and Learning We provide regular training to staff, volunteers and trustees including trans-awareness and disability awareness training, safeguarding, and unconscious bias training. We encourage staff to dedicate time to continue their own personal and professional development.

Processes We have established a cross-team Inclusivity & Relevance Working Group and a Trustee lead. We use these functions to plan and measure practical steps towards organisational change. We will listen to staff, artists, audiences, stakeholders and the wider community to understand our successes and areas for improvement, and take actions to strengthen or address these.

Language We recognise that the language used to describe equity, diversity and inclusion, and all individuals and groups that are connected and impacted, is constantly evolving. We will periodically review the language we use in this statement, in associated policies and procedures, in our wider communications work and within our organisation, following best practice and listening to communities and organisations such as Rising Arts Agency and Attitude is Everything.

Programme & Projects We seek to ensure that all of our artistic and education programmes are inclusive and take account of the experiences and interests of groups including, but not limited to, women, the global majority, lesbians and gay men, transgender and non-binary gender identifying individuals, D/deaf and disabled people, people from all age groups and socio-economic backgrounds.

Fundraising & Partnerships We will develop an ethical policy to ensure that our funders, sponsors and stakeholders are aligned to the values and objectives set out in this statement, and that guide the wider work of our organisation.

Business Contracts & Procurement Wherever possible we will work with diverse-led businesses, and ensure procurement processes include questions about environmentally responsible practices, inclusive and anti-discrimination practices within their operations.

Representation We recognise the need and value of a diverse team – across permanent and casual roles, trustees and volunteers. Contribution of different perspectives and experiences are essential to a strong and thriving organisation. We recognise the value of representation and visibility of diverse voices and experience across our artistic work and within our marketing and communications content. Wherever possible we will take positive action to remove barriers to engagement faced by underrepresented audience groups.

Recruitment We take positive action to encourage under-represented groups to apply for employment opportunities, this includes a guaranteed interview for candidates who meet the essential criteria for an advertised role, and identify as disabled and/or being from a culturally diverse background.

Resources We will work with diverse community groups and organisations to explore how our facilities could be made more available.

Governance The Board of Trustees will monitor and review the organisation's policies and procedures regularly through its Inclusion & Relevance Working Group, in order to ensure the objectives and actions set out here are developed and pursued.

Sector Leadership We work with partners and collaborators in the arts, cultural, social justice, business and charitable sectors and across our local, regional and national networks to contribute to the removal of barriers to engagement and to model good practice.

Definitions

We understand **diversity** to mean any dimension that can be used to differentiate groups and people from one another. This can mean differences in gender identity, race, ethnicity, socio-economic background, age and more. We are committed to recognising, respecting and valuing difference in people.

We understand **equity** as recognising that we do not all start from the same place and as an organisation, we acknowledge and adjust imbalances, and create the resources and opportunities needed to reach an outcome of equality.

We understand **equality** to be fairness; referring to the provision of equal opportunities to everyone and protecting people from being discriminated against.

We understand **inclusion** as a practice of ensuring that people feel valued, have a sense of belonging and are supported by our organisation.

We understand **representation** as reflecting different backgrounds, places, life experiences and abilities. As a cultural organisation we have a responsibility to develop a workforce that represents our city - and, by extension, the people who might experience and enjoy our programmes and activities.

If you have any questions or ideas about any aspect of our work at St George's Bristol that relates to this statement, please email us at hello@stgeorgesbristol.co.uk