

**Eastside Projects
Inclusivity Action Plan 2021–23
Update June 2022**

This plan sets out a clear set of actions with measurable objectives for the next two years that Eastside Projects can be held accountable to.

In it we have specific targets which focus on gender identity and race. We have identified these areas as key if we are to reflect Birmingham’s population (42%* of citizens are from ethnically or culturally diverse backgrounds) and the demographics of young people entering art and design (75% of A’Level students identify as female, as do 65% of undergraduate students**).

However, we also recognise that people experience direct and indirect discrimination on the basis of a range of other characteristics including sexual identity, gender expression, ethnicity, class, religious belief, disability and age and are actively working to provide equality of opportunity for everyone, across all aspects of the organisation, including the staff team, advisory board and artistic programme.

In this plan there is a mixture of quantifiable SMART objectives and others which are more developmental or discursive and so do not necessarily have hard measurable outcomes at present. In the M column we have identified which actions are quantifiable (Q).

*ONS Data

** Freelands Foundation Representation of Female Artists in Britain during 2019

Programme and Projects					
Objective	Specific Actions	Timescale/ Review	Lead	Progress made/Evidence	M
Each year a minimum of 50% of our exhibition programming will platform the work of women or non-binary Artists or Artist Curators.	1. Build target into all programme planning processes. Collect data and monitor at Advisory Board level	Quarterly review	Artist Curator + Artist Maker	2021-22 - Main Gallery: 66% of exhibitions platformed women/NB artists - Courtship of Giants & LOOP	Q

				- Second Gallery: 100% of exhibitions platformed women/NB artists.	
	2. Be publicly accountable and publish data on our website	Year end	Artist Curator + Artist Maker	- Inclusivity plan (including links to data) Published November 2021 and June 2022	Q
Each year a minimum of 50% of our exhibition programming will platform the work of Artists or Artist Curators with Global Majority heritage	1. Build target into all exhibition programme planning processes. Collect data and monitor at Advisory Board level	Review Quarterly	Artist Curator + Artist Maker	2021-22 - Main Gallery: 100% of exhibitions platformed artists with Global Majority heritage - Second Gallery: 75% of exhibitions platformed artists with Global Majority heritage	Q
	2. Co-curate one project each year with an Artist Curator with Global Majority heritage	Review at Year End	Artist Curator + Artist Maker	2021-22 - LOOP co-curated with Harold Offeh 2022-23 - Title tbc (in planning) co-curating with Sahjan Kooner	Q
	3. Audit previous exhibition programme and current NPO period to understand position and identify historic patterns of under-representation in relation to ethnic background. Share data with Advisory board. Use 2018-22 data as baseline for future development.	Complete baseline audit by September 2021	Artist Maker	2021-22 - Audit completed and shared with board August 2021. View HERE . - Audit Identified significant under-representation across the life of the organisation. - Clear improvement since 2018, but under-representation in Gallery 2 programming which focuses on talent development identified as an area for development/attention.	Q

				<ul style="list-style-type: none"> - Data shared with staff team and Advisory Board October '21 <p>ACTION: Artist Curator, Artist Maker & Advisory Board Inclusivity lead to monitor and ensure G2 aligns with wider org targets.</p>	
	4. Be publicly accountable and publish data on our website	Year end	Artist Curator + Artist Maker	<ul style="list-style-type: none"> - Published November 2021 and updated June 2022 	Q
Following the spirit of the Rooney Rule we will propose longlists for Public Art commissions that include a minimum of 50% women or non-binary artists and 50% Artists with Global Majority Heritage	1. Build target into all Offsite proposals/pitches. Introduce as best practice during Offsite Project inception meetings.	At proposal and project inception	Artist Curator + Offsite Curator	2021-22 <ul style="list-style-type: none"> - Achieved in longlists for Digbeth High Street Public Artworks; Smithfield Markets Art Strategy Longlist; STEAMhouse Public Art Commission 2022-23 <ul style="list-style-type: none"> - Achieved in longlist for Chandos School Incidental Artist 	Q
	2. Collect data so we can evaluate implementation and monitor impact in terms of the number of artists eventually selected for shortlists/commissions at Advisory Board level.	Review annually	Artist Curator + Offsite Curator	2021-22 <ul style="list-style-type: none"> - Data presented at November '21 Advisory Board meeting - Artists reaching commission stage - 27% have Global majority Heritage, 83% identify as women or non-binary - 100% of CG22 commissioned artists have Global Majority heritage, 75% identify as women or non-binary 	Q
	3. Be publicly accountable and publish progress on our website	Year end	Artist Curator + Offsite Curator	<ul style="list-style-type: none"> - Published November 2021 and updated June 2022 	Q

Each year a minimum of 50% of contributors to events - public programme and EOP will have Global Majority heritage and 50% of contributors will identify as women or non-binary	1. Build target into all event/EOP planning processes. Staff to collect data and monitor across the year. Data to be reviewed annually at Advisory Board level.	Ongoing + Review at Year end	Artist Maker + Artist Caretaker	2021-22 - Target built into programme planning with data collecting processes in place. - 44% of contributors had Global Majority heritage - 64% of contributors identified as women or non-binary ACTION: Artist Caretaker, Artist Maker to monitor & Advisory Board Inclusivity lead to monitor. 2022-23	Q
	2. Create at least one opportunity for diverse EOP members to propose, devise and deliver events as part of the programme.	Ongoing + Review at Year end	Artist Caretaker	2021-22 Still there are seeds to be gathered - 57% of applicants & 66% of selected members identified as women or non binary. - 38% of applicants & 33% of selected members had Global Majority heritage. - 38% of applicants & 33% of selected members identified as Neurodiverse, Disabled and/ or d/Deaf	Q
	3. Be publicly accountable and publish data on our website	Year end	Artist Maker + Artist Caretaker	- Published November 2021 and updated June 2022	Q
Diverse artists will be supported through free EOP membership for groups who are currently	1. Collect data and Monitor EOP membership uptake against year 1 (2020-21) baseline - March 21 - 245 members; 55 members (22%) had	Ongoing +	Artist Maker + Artist Caretaker	2021-22 - 337 EOP members - 28% have Global Majority heritage	Q

underrepresented in the visual arts - specifically Artists with Global Majority heritage, and Disabled and D/deaf Artists.	Global Majority heritage; 29 members (11%) identified as Disabled and/or D/deaf Monitor at Advisory Board level.	Review at Year end		<ul style="list-style-type: none"> - 15% identify as Disabled or d/Deaf - Both show increase on 20-21. - Free membership maintained 	
	2. Use monitoring forms for all artist opportunities with fees of £500+ to evaluate whether applications mirror the demographics of the membership. Establish data baseline in 2021-22.	After applications + Review at Year end	Artist Caretaker	2022 EOP Members show: <ul style="list-style-type: none"> - 27.5% of applicants had Global Majority heritage - 17% identified as Disabled and/or d/Deaf - Aligns with overall membership stats. Opportunity awarded to Bijan Moosavi 2022-3 Wheatley Fellowship <ul style="list-style-type: none"> - NB Only received 19 responses from 124 applicants so data is not reliable. - 47.6% had Global Majority Heritage - 58% identified as female, female trans, nonbinary or genderqueer - 37% identified as Disabled and/or d/Deaf 	Q
	3. Be publicly accountable and publish data on our website	Year end	Artist Maker + Artist Caretaker	<ul style="list-style-type: none"> - Published November 2021 and updated June 2022 	Q
	4. Offer the option to apply for Open Call artists opportunities by submitting an audio or video application. Monitor uptake.	At Open Calls + Review at Year end	Artist Maker + Artist Caretaker	2021-22 <ul style="list-style-type: none"> - Offered for <i>Still there are seeds ...</i>, EOP Members Show, The Exchange - Uptake good - will maintain. have also simplified application processes to ask for less information to reduce labour for applicants and make more accessible. 	Q

				2022-23	
				- Offered for Wheatley Fellowship 2022-23, EOP Summer Camp	
Events and exhibitions will be accessible and Disabled People, D/deaf people and/or Neurodiverse people will not face barriers to participation.	1. Ringfence budget for artist/event contributor access needs. Monitor spend across 2021-23 so we have a good baseline for future budgeting and funding applications.	During business planning	Artist Curator + Artist Maker	- £3k ring fenced in 22-23 budgets	Q
	2. Produce Access Guides for the gallery and each exhibition and publish on our website.	For each exhibition	Artist Maker + Artist Curator Trainees	2021-22 - Access page added to website with info and Gallery Access guide . Link to page added to Mailchimp template. - Specific guides published for all shows (Harun Morrison, Leah Clements, LOOP, Emii Alrai) 2022-23 - Specific guides published for Rajni Perera and Bijan Moosavi	Q
	3. Introduce audio tours for exhibitions Make them available in the gallery and online.	By March 2023	Artist Maker + Artist Curator Trainees	2021-22 - Not yet actioned. Audio recordings of all exhibition guides available online on STREAM, but audio tours not achieved. - Staff advised to offer 'live' guided tour where appropriate. - To develop in 2022-23	Q
	4. Implement signage to make it clear that Eastside Projects is a wheelchair accessible venue.	June 2021	Artist Maker	2021-22 - Sign installed at front door	Q

					
5. Produce large print and audio versions of exhibition guides and make them available in the gallery and on our website.	For each exhibition	Artist Curator Trainees	2021-22 - Audio version of guides available on STREAM for Harun Morrison, Leah Clements, Emii Alrai 2022-23 - Audio versions of guides available for Rajni Perera, Bijan Moosavi (English and Persian) Amy Ching Yan Lam.	Q	
6. Offer closed captions for all online events.	For each event	Artist Caretaker	2021-22 - Offered for all Zoom events. Available live and on STREAM recordings - Hybrid programme of online and IRL events maintained in order to support those with access needs better.	Q	
7. Provide at least one BSL interpreted event each year and work towards partnerships/funding which would enable us to offer more BSL interpretation of events.	Ongoing + Review at year end	Artist Caretaker/Artist Maker/Artist Curator	2021-22 - 04/12/21 New Possibilities for Performance	Q	

Artists with different access needs will be supported to work with us and not disadvantaged by disability or personal circumstances.	1. Root our approach in the Social Model of Disability. Introduce 'artists riders' and ask 'How should we work together' as part of all contracting process so artists and other contributors can specify access needs or accommodations or changes we need to make so they do not face any barriers when working with us.	From September 2021	Artist Curator + Artist Maker	<ul style="list-style-type: none"> - 'Access Rider' included in all artist contracts from October 2021 and raised during early conversations. - Staff access and wellbeing plans developed by Artist Caretaker and Artist Maker and being introduced 2022-23 - Questions about access needs included in job recruitment processes and artist/EOP opportunity call outs. 	Q
	2. Develop accessible installation and working practices and, if possible, adapt how we work to meet individual access needs and support those with caring responsibilities.	Ongoing	Artist Curator Artist Maker + Staff Team	2021-22 <ul style="list-style-type: none"> - Part of all conversations with artists. 	

Workforce, Leadership and Governance					
Objective	Specific Actions	Timescale/ Review	Lead	Progress made	
We will build a diverse staff team which reflects Birmingham and has representation across different protected characteristics.	1. As vacancies arise we will complete a diversity audit and take positive action during the recruitment process to address issues of under-representation.	At each recruitment point	Artist Curator + Artist Maker	<ul style="list-style-type: none"> - Adopted the Rooney Rule when selecting candidates for interview for Artist Curator Trainees, Multiverse Organiser roles, Offsite Curator (Mat Cover) and Artist Caretaker (Mat Cover) 	Q

	<p>2. Regularly review where and how we advertise and raise awareness about vacant roles with our organisation and ensure we are using channels that reach deeply into Black, Asian and Global Majority communities Monitor applications to identify impact</p> <p>ACTION 2022–23: 'How did you hear about the role' to be added to future job packs to better understand route to application.</p>	At each recruitment point	Artist Curator + Artist Maker	<p>2021-22</p> <ul style="list-style-type: none"> - Oct '21 Artist Multiverse Applications - 71% of candidates identified as White British or other white background (14% did not complete a form) - Oct '21 Artist Curator Trainee applications - 67% of candidates identified as being White British or other white background. (8% did not complete a form). Improvement on 2019-20 when 71.5% of ACTs applicants identified as being White British or other white background - Jan '22 Offsite Curator (Mat Cover). 66.7% of candidates identified as being White British or other white background. - May '22 Artist Caretaker (Mat Cover) 82% of candidates identified as being White British or other white background. 	Q
	<p>3. Regularly review all language we use to ensure it is carefully considered, in line with current thinking in the community and does not tokenise people.</p> <p>- ACTION 2022–23: Language use to be reviewed and adjusted in all company documents including staff handbooks.</p>	Ongoing	Artist Curator Artist Maker + Staff Team	<ul style="list-style-type: none"> - Oct '21 Adjusted 'female' to 'women' to ensure trans women do not feel excluded. - January '22 Adopted 'Global Majority Heritage' 	

	<p>4. Hold pre-app sessions as part of job recruitment processes and Open Call artists opportunities with fees of over £500 (eg EOP Members Show).</p>	<p>At each recruitment point</p>	<p>Artist Maker</p>	<p>2021-22</p> <ul style="list-style-type: none"> - 29/07/21 Pre App workshop for EOP members show - 30/09/21 Pre app workshop for Artist Curator Trainee roles. - Capacity issues meant did not offer for other roles - offered opportunity for a conversation as part of the application pack. <p>2022-23</p> <ul style="list-style-type: none"> - 25/05/22 Wheatley Fellowship Pre App workshop 	<p>Q</p>
	<p>5. Ensure job interview panels are diverse and if possible include at least one person who has Black, Asian or Global majority heritage.</p>	<p>Ongoing</p>	<p>Artist Curator + Artist Maker</p>	<p>2021-22</p> <ul style="list-style-type: none"> - Oct 21 Artist Curator Trainee and Multiverse Organiser panels included people with Global Majority Heritage. - Mat Leave cover for Offsite Curator panel all white, but diverse genders. <p>2022-22</p> <ul style="list-style-type: none"> - May 22 Mat Leave cover for Artists Caretaker, panel included person with Global Majority Heritage 	<p>Q</p>
	<p>6. Offer feedback to all interviewees</p>	<p>At each recruitment point</p>	<p>Artist Curator + Artist Maker</p>	<p>2021-22</p> <p>Feedback given to:</p> <ul style="list-style-type: none"> - Artist Curator Trainee interviewees - Artists shortlisted for EOP Members Show - Multiverse Organiser interviewees - Offsite Curator Mat Cover Interviewees <p>2022-23</p>	<p>Q</p>

				- Artist Caretaker Mat Cover Interviewees	
	7. Use monitoring forms as part of all recruitment processes and monitor for Ethnicity, Age, Gender, Sexuality and Class. Report at Advisory Board Level and measure against previous data.	At each recruitment point	Artist Curator + Artist Maker	2021-22 - Used during Artist Curator Trainee and Multiverse Organiser recruitment. Reported to Advisory Board November '21. - Used during Offsite Curator. Reported through Directors reports to board 2022-23 - Used for Artist Curator Mat Cover. Stats will be included in Directors reports to board/	Q
Our Advisory Board will reflect the city we are based in and communities we work alongside.	1. Build a board that includes a minimum of 50% women or non-binary people and a minimum of 50% Black people, Asian people or people from Global Majority backgrounds by March 2022.	Ongoing + Annual review	Artist Curator Artist Maker + Advisory Board	2021-22 Not achieved. - Currently 40% women or Non Binary people, 40% of members have Global Majority heritage - Advisory Board Diversity and Inclusivity lead identified - Jazz Swali - working with Artist Maker and Artist Curator to develop Inclusivity strategy ACTION: - Advertise for new members August/September 2022.	Q

	<p>2. Ensure the Advisory Board includes representation across all protected characteristics.</p> <p>Monitor annually and audit membership before recruitment to identify current areas of under-representation and specifically encourage applications that address any gaps.</p>	<p>Annual review + at recruitment</p>	<p>Artist Curator Artist Maker + Advisory Board</p>	<p>- Advisory board has diverse representation across all protected characteristics.</p> <p>Additional area for development identified as:</p> <ul style="list-style-type: none"> - Socio-economic background - 70% of current board members answered Traditional or Modern Professional backgrounds. 	<p>Q</p>
<p>Audiences and communities will influence how we work</p>	<p>1. Appoint up to five Cultural Citizens each year.</p> <p>Recruit by Open Call to ensure they include voices beyond our existing networks.</p> <p>Meet four times a year.</p> <p>Feedback shared with Advisory Board and Staff Team as part of planning processes.</p>	<p>Quarterly meetings + Review</p>	<p>Artist Curator + Artist Maker</p>	<p>2021-22</p> <ul style="list-style-type: none"> - In place. Info on Citizens HERE - Meeting 1 - 28/07/21 - Meeting 2 - 17/11/21 - Contributed to full organisation SWOT Feb 2022 which fed into NPO bid (in place of meeting 3) - Meeting 4 - being arranged for July 2022 	<p>Q</p>
	<p>2. Embed principles of co-production and 'working alongside' into all community projects.</p> <p>Test methodologies</p> <p>Develop evaluation strategy we can use across diverse projects.</p>	<p>Bu 2023</p>	<p>Artist Curator Artist Maker + Staff Team</p>	<p>2021-22</p> <ul style="list-style-type: none"> - Chandos School, Incidental Artist. Info pack co-written with children and staff. Shortlisting involved children and staff. 	
	<p>3. Appoint up to five EOP Thinkers each year. Recruit by Open Call.</p> <p>Meet four times a year.</p>	<p>Quarterly meetings + Review</p>	<p>Artist Maker + Artist Caretaker</p>	<p>2021-22</p> <ul style="list-style-type: none"> - In place. Info on EOP Thinkers HERE - Meeting 1 27/08/21 - Meeting 2 19/11/21 - Meeting 3 11/02/22 	<p>Q</p>

	Feedback reviewed by Advisory Board and Staff Team.			<ul style="list-style-type: none"> - Contributed to full organisation SWOT Feb 2022 - Meeting 4 29/07/22 2022-23 <ul style="list-style-type: none"> - Recruitment planned for September 	
Staff will be supported when balancing caring responsibilities and work.	1. Where operationally possible, offer flexible working for staff. Monitor impact on whole team through annual Board Led review process.	Annual Review	Artist Curator Artist Maker + Advisory Board	2021-22 <ul style="list-style-type: none"> - 11/21 Board led review meetings completed for all staff - Flexible working in place where possible, particularly for staff with caring responsibilities 	Q
Eastside Projects will address economic barriers to the arts and ensure that artists, and others, are paid fairly for their work.	2. Pay artists and freelancers fairly and promptly, and at the latest within 30 days of receipt of invoices.	Ongoing	Artist Curator, Artist Maker Staff Team + Book keeper	2021-22 <ul style="list-style-type: none"> - Achieved. - June 2021 rate for Freelance Install Techs raised from £14 to £19 phr 	Q
	3. Review artists fees annually at Advisory Board level	Annual Review	Advisory Board	2021-22 <ul style="list-style-type: none"> - Achieved at Board meeting and through NPO bid writing conversations. 	Q
	4. Be transparent and take a leadership role by publishing our Artists Fees policy and staff salaries on our website.	Start of each financial year	Artist Curator + Artist Maker	2021-22 <ul style="list-style-type: none"> - Artists fees published HERE - Staff salaries in individual profiles HERE 	Q
	5. Work towards better aligning artists' fees with staff salaries to acknowledge the labour involved in the production of artworks. 2021-23 R&D how best to do this through structured bi-monthly	Ongoing 2021-23	Artist Curator + Artist Maker + Advisory Board	2021-22 <ul style="list-style-type: none"> - Supported Emii Alrai project grant application to secure £7500 total fee - Incidental Artists pilot written into NPO extension year bid for 2022-23 to include £10k fees. 	

	<p>conversations with Artists and the <i>Incidental Artists Pilots</i>.</p> <p>Monitor impact and report to Advisory Board.</p> <p>Integrate into future NPO applications/business plans</p>			<ul style="list-style-type: none"> - £10k lead artist fees Integrated into 2023–26 NPO bid for all major projects 	
	6. Maintain Real Living Wage Employer accreditation.	Ongoing	Artist Curator + Artist Maker	2021-22 <ul style="list-style-type: none">- Maintained	Q
	7. Be transparent when commissioning - provide contracts to all artists we work with; specify production budgets (separate from artists fees) at the start of projects.	At project start	Artist Curator + Artist Maker	2021-22 <ul style="list-style-type: none">- In place as standard for gallery and offsite projects. Contracts also include £75 wellbeing allowance and per diems when installing.	Q
	8. Use monitoring forms to collect and analyse data on class background during job recruitment	At each recruitment	Artist Curator Artist Maker + Advisory Board	2021-22 <ul style="list-style-type: none">- Question on class included in monitoring forms for all recruitment	Q
	9. Cultural Citizens and EOP Thinkers and Artists we consult with during organisational or project development will be paid for their time.	Ongoing	Artist Curator Artist Maker	2021-22 <ul style="list-style-type: none">- Both groups paid £50 per 2 hr meeting	Q
We will explore new models in relation to succession planning and ways to ensure we are making space for new voices to be brought into the staff team at different levels of the organisation.	10. Review staffing structure with the Advisory Board. Explore how/whether to move away from a static staff team and introduce fixed term contracts in the future. Build into future business planning.	Across 2021–22	Artist Curator Artist Maker Staff Team + Advisory Board	2021-22 <ul style="list-style-type: none">- Incidental artist model built into all NPO bids reimagining what it means to be Artist led.- Still there are seeds (member led EOP programming) established and expanded programme and budget written into 2023-26 NPO bid	

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Anti-Racism Actions					
Objectives	Specific Actions	Timescale/ Review	Lead	Progress made	
Our More than a Moment Pledge commitments will be met.	1. Artist Maker or Artist Curator to attend quarterly meetings	Quarterly	Artist Curator + Artist Maker	2021-22 - Gavin Wade or Ruth Claxton attended all meetings and the final symposium 2022-23 - Missed meeting in May due to pressures of NPO bid deadline.	Q
	2. Diversity and Inclusion will be on the agenda at all Advisory Board, Programming and Staff meetings.	Ongoing	Artist Curator Artist Maker Advisory Board	2021-22 - Not always formal agendas at Staff meetings, but discussed across the organisation as part of all planning - On agenda at all Advisory board meetings	Q
	3. Progress against the pledge will be monitored at Advisory Board Level Many of the commitments are embedded into different sections of this plan so reporting will form part of our wider Inclusivity plan monitoring.	Quarterly	Artist Curator + Artist Maker	2021-22 - Inclusivity plan reviewed at board meetings 26/08, 09/11 and future planning discussed as part of development of NPO bid. 2022-23 - Jazz Swali (Advisory Board Inclusivity Lead) working with Artist maker to develop Inclusivity plan/strategy - Planning day 1 July 2022.	Q

Visitors and those who work with us will abide by a Code of Conduct which includes the statement that Eastside Projects is an anti-racist space.	1. Publish Code of Conduct prominently on the outside of our building and online.	Ongoing	Artist Curator + Artist Maker	2021-22 - Done	Q
	2. Embed the Code of Conduct in all contracts with artists	Ongoing	Artist Curator + Artist Maker	2021-22 - Done - Also included in all applications	Q
	3. Link to the Code of Conduct on the bottom of staff email signatures	Ongoing	Artist Curator + Artist Maker	2021-22 - Done	Q
	4. Share the Code of Conduct with all project partners and participants.	At project inception	Artist Curator + Artist Maker	2021-22 - Done - Project specific code of conduct written for Smithfield market project and shared with Design Team	Q
	5. Review the code annually with staff team and Advisory Board	At year end	Artist Curator, Artist Maker Staff Team + Advisory Board	TO DO	Q
Language we use will not cause harm	1. Regularly review language across public and internal contexts including website and policies. Introduce clear and consistent policies around language for the whole organisation.	Ongoing	Artist Curator Artist Maker + Staff Team	2021-22 - Discussed in Anti Racism actions meeting 28/10/21 - Language use guidelines included in the staff handbook - Section on micro-agressions added to staff handbook	Q
	2. Create a listening and learning culture where language use can be challenged	Ongoing	Advisory Board + Staff Team	2021-22 - Discussed in Anti Racism actions meeting 28/10/21	

				<ul style="list-style-type: none"> - Team members observed that EP staff do not always use correct pronouns and sometimes use ableist language. Requirement to respect gender expression added to staff handbook. 	
Eastside Projects will listen and learn	1. Hold bi-annual meetings with the full staff team focussed on anti-racism actions	Every 6 months	Artist Curator Artist Maker + Staff Team	<ul style="list-style-type: none"> - Meeting 1 28 October 2021 - May 2022 Bystander Intervention training undertaken by majority of staff 	Q
	2. Update Anti Racism actions on our Inclusivity action plan and publish on our website.	Reviewed annually	Artist Curator, Artist Maker Staff Team + Advisory Board	2021-22 <ul style="list-style-type: none"> - Published November 2021 - Being reviewed July 2022 	Q
	3. Support staff to develop their own anti-racism practices both within and outside of the workplace and share resources.	Ongoing	Staff Team	<ul style="list-style-type: none"> - Resource sharing document set up but not used. - Informal sharing of resources is proving more effective 	
	4. Encourage staff to keep a personal record of specific work (reading, watching, talking and actions) which they have undertaken , share where they feel it is useful and review in advance of our Anti-Racism meetings.	Ongoing, reviewed every 6 months	Staff Team	<ul style="list-style-type: none"> - Not formally implemented. - Needs review - see above 	

Staff and audiences will be empowered to raise concerns safely and with confidence	<p>1. Introduce a feedback section on our website with an option to remain anonymous so people can raise any concerns.</p> <p>Messages will go direct to the three Company Directors and will be shared with the Advisory Board.</p> <p>Concerns will be dealt with appropriately, with care, and without fear of repercussions.</p>	September 2021	Artist Maker	<ul style="list-style-type: none"> - October 2021 Feedback form added to About section of the EP website HERE 	Q
	<p>2. Review procedures to establish clear routes so staff can raise concerns around racism or discrimination at Board Level including anonymously.</p> <p>Include the process in the revised Staff Handbook.</p>	By March 2022	Artist Maker Multiverse Organiser + Advisory Board	<ul style="list-style-type: none"> - Process reviewed and added to staff handbook 	Q
Eastside Projects will be a safe space for Black people, Asian people and people from Global Majority Backgrounds	<p>1. Operate a zero-tolerance policy for racism within our organisation, and those we work with.</p>	Ongoing	Artist Curator Artist Maker Staff Team + Advisory Board	<ul style="list-style-type: none"> - In place 	Q
	<p>2. All Staff and Company Directors will complete Unconscious Bias Training and/or Anti Racism Training and be expected to practice what they have learned by actively questioning their own biases and assumptions, and those of their colleagues.</p>	Ongoing	Artist Curator Artist Maker Staff Team + Advisory Board	<ul style="list-style-type: none"> - Bystander intervention training completed May 2022 - This has been difficult to coordinate this year due to workloads and changing staff. By the end of August all our staff will have worked with EP for less than a year so need to develop a workable plan which relies less on formal large group workshop 	Q

				<p>sand more on a culture of continuous development.</p> <ul style="list-style-type: none">- ACTION: Annual training development plan to be put in place (with staff team and board) to ensure regular formal and informal opportunities for staff development are available.- ACTION 22-23: Staff to be given time to attend online workshops and talks and feed learning back into EP. Team to work together to build a 'collective curriculum' focussed on coalition rather than allyship. Aiming for all staff to attend 4 training/learning sessions a year across EDI.	
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