

North Edinburgh Arts Equality, Diversity & Inclusion Plan 2023/2024

Introduction

The NEA Board and team are aware that the community we serve is the most diverse in the city. To ensure our spaces and services reflect, welcome and celebrate our community we have focused our ED&I work across 2023/2024 on race and have worked with two black led organisations, Passion4Fusion and Project Esperanza in the development of this plan.

We believe this focused plan enhances and bolsters our existing and well proven work addressing barriers to inclusion caused by socio-economic deprivation. A focus on Trauma Informed Practice, commencing in 2024/2025, will further build on our ED&I work to date.

North Edinburgh Arts Anti-Racist Statement:

North Edinburgh Arts condemns all forms of racism and discrimination, including anti-Blackness, and will not tolerate racist language, hate speech, or abusive behaviours on our premises or online spaces.

Racism is toxic, corrosive, and everywhere. It is part of our organisations, our institutions, our societal structures, our language, our behaviours, and ourselves. We all learn it – we are socialised into it – as we grow up.

Racism is much more than name-calling or racially motivated violence by individual people or organisations. If it was only that, it would be easier to stop. The systems that reinforce racism have their roots in centuries of racial oppression, including slavery and colonialism, and centuries of whiteness being the norm and therefore invisible.

To rid our society, and ourselves, of racism is a huge task and it may take longer than we want it to. But it is our task. And we must do all we can to do it. We all speak from different vantage points and there is no one homogenous experience.

North Edinburgh Arts has committed to move beyond being a non-racist organisation to being an anti-racist organisation. North Edinburgh Arts understands our role as an organisation, and the part we can play in helping shape a more diverse, tolerant, and respectful society. We will promote an anti-racist culture in our workplace and also influence the communities we are linked to, to do the same. To do this we have to identify the ways in which we contribute to the problem and commit to actively working for change.

Anti-Racism Plan

Introduction

This plan sets out how North Edinburgh Arts will work to move from being a non-racist to an anti-racist organisation. This is a live document and, as such, will be open to comment and regular review. This plan complements our existing **Equality, Respect & Dignity** and **Culture & Values** statements. It recognises that racism needs to be explicitly named and consciously addressed alongside NEA's commitment to inclusion. The plan sets out a foundation for change, including clear expectations for North Edinburgh Arts, the staff team, Board Members, freelance colleagues, volunteers, and participants.

North Edinburgh Arts is committed to undertaking the work that is required to become an anti-racist organisation and we recognise that this work is ongoing. We will take action to ensure that we work in an anti-racist manner, and will promote an anti-racist culture across all our work.

Equality, Respect & Dignity (NEA Staff Handbook)

1. NEA commits to upholding the law and will avoid discrimination, direct or indirect, in recruitment or employment because of age, disability, sex, gender reassignment, pregnancy, maternity, race (which includes colour, nationality and ethnic or national origins), sexual orientation, religion or belief, or because someone is married or in a civil partnership.
2. NEA aims to ensure that no job applicant, volunteer or employee receives unlawful, less favourable, treatment on any of these grounds and NEA ensures employees are treated on the basis of their relevant merits and abilities.
3. NEA, employees of NEA, and NEA volunteers, will not discriminate unlawfully against those using or seeking to use the facilities or services provided by NEA. Employees should report any racism, bullying, or harassment by users, suppliers, visitors or others to their manager who will take appropriate action.
4. NEA believes that the working environment should at all times be supportive of the dignity and respect of individuals.

NEA Culture & Values

At North Edinburgh Arts we are committed to creating a community space which promotes culture, learning, and wellbeing. As a team we are proud of the difference we can, and do, make to the community within the North Edinburgh Area. Our values framework sets out how we, as a team, will work together to ensure the continued success of North Edinburgh Arts, ensuring that we are able to make a difference collectively.

We SUPPORT each other to deliver	We TRUST each other	We are POSITIVE and INSPIRE each other	We COMMUNICATE
We work together, with honesty, to deliver for the Community and make a difference.	I care about my colleagues and know that we are all working together to achieve the same vision of NEA.	I come to work with a positive intent, and want to create a positive environment	We have clear lines of communication and share information

Anti-racism action to date

- Participant on inaugural Board Diversity Programme, led by City of Edinburgh Council, in 2019
- 21 members of NEA’s staff team, Board, and freelance colleagues attended Anti-Racism Awareness training, led by Helene Rodger, Project Director, Passion4Fusion. Day 1 was held in December 2022, Day 2 in March 2023, and a further session is planned for late 2023.
- Resource materials collated by Passion4Fusion have been circulated to all NEA staff and Board members
- NEA’s existing staff handbook and policy statements in review to assess if and how they move the organisation from a non-racism to anti-racism position, by end of 2023
- Black History Month events and exhibitions curated by black led organisations planned for 2023

- Black/minority ethnic led organisation to operate out of NEA, on completion of capital programme

Action to take

1. Create a culture of accountability: We will set clear expectations for team members, Board members, artists, visitors and stakeholders regarding anti-racism and actively enforce policies to address any incidents of discriminatory behaviour. We will not tolerate racist language, hate speech or abusive behaviours on our premises and online spaces
2. Ensure anti-racism action is a regular agenda item at team and Board meetings and cultivate a 'listen to learn' approach
3. Ensure black and minority ethnic representation in senior levels of the organisation
4. Assess current recruitment processes and make changes to broaden where NEA is advertising
5. Embed anti-racist standpoint and statement in staff handbook
6. Request anti-racism plans from major funders and partners, and review funding streams for history and sources of funds. Ask supporters and suppliers to sign up to the NEA anti-racist plan, if they do not already have one in place
7. Staff induction and training; new members of staff to be introduced to our anti-racism plan and to take part in training.
8. All staff members to attend appropriate training, refreshed every 3 years
9. Share anti-racist resources via social media and on the NEA website
10. Work alongside black and minority ethnic led organisations to ensure visibility throughout NEA; users, artists, team, Board, tenants
11. Regularly host events and exhibitions by black and minority ethnic artists and black and minority ethnic led organisations, and ensure online visibility of these events
12. Serve food procured from and representing our communities in the café

Specific Measurable Achievable Realistic Targets					
Actions	Output	Impact	By When	Lead	Partners
Regular Check-ins across organisation	Add anti-racist check-in to standing orders for Board and team meetings	Regular review points and discussion time	May 2023	Director Board	Employees, freelancers, volunteers
Gather information about diversity of organisation	Figures on representation across Board, team, freelancers, volunteers	Greater visibility of black and minority ethnic leaders and employees, reflecting our community	Autumn 2023 and annual follow up	Director	Board, employees, freelancers, volunteers
Anti-racism statement and plan to be embedded within staff	Clear anti-racism stance shared with all stakeholders	Anti-racist action set as a key performance indicator for organisation	Autumn 2023 and ongoing	Director and Senior Management Team	Supporters and suppliers

handbook and shared with supporters and suppliers					
Anti-racism training delivered to all employees	All employees to undertake anti-racism training	Team members aware and enabled to challenge racism	New employees in first year (ongoing) & full team training refreshed every three years (2026)	Director and Senior Management Team	Employees
Anti-racist action an agenda item at Team meetings	Time to review, reflect and plan	Space and time to review actions, discuss plans or air concerns	September and ongoing (monthly)	Senior Management Team	Employees
Anti-racist review at Support & Supervision	Space for each team member to discuss issues, training or plans	Keeping anti-racist work at the forefront for individual team members	Autumn 2023 and ongoing (annually)	Board, Director, Senior Management Team	Employees
Appoint named leads	Named lead available at all times when NEA open to the public	Immediate support available for employees, volunteers, participants when challenging racism	Spring 2024	Director, Senior Management Team	Board, employees, freelancers, volunteers
Visibility in building	Black and minority ethnic led organisations, work, product, visible in the venue/programme/online space	Community reflected in the building and programme of NEA	Autumn 2023 and ongoing	Director, Senior Management Team	Board, employees, freelancers, volunteers, tenants

Review and evaluation

The Action points above will be reviewed for progress at the Board and staff meetings, and will be an agenda item at the Annual NEA away days.

Resources

<https://youtu.be/aamSAh87Acs>

<https://youtu.be/y-CSbfcvFOQ>

<https://youtu.be/2vJZdeSqfFY>

https://youtu.be/n_KydIvi2qU

<https://www.bbc.co.uk/bitesize/articles/zs9n2v4>

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