



Crafts Council

Crafts Council commitments to diversity and inclusion June 2021

Embed intersectional anti-racism across all aspects of Crafts Council's programmes and make it a key driver for informing and shaping our programmes

We acknowledge that our history, and the craft we have promoted, has reinforced white dominance in all our activities. We recognise that we exercise power and are the gatekeepers of craft. We will give space to others to take control. We will use our assets and position to enable this to happen – money, assets, programme, influence, audiences

We will;

- Ringfence regular slots in the gallery programme, for Black, Asian, and ethnically diverse groups to create content. Form long-term partnerships with organisations led by Black, Asian and ethnically diverse curators, and leaders.

We have commissioned curator Dr Christine Checinska to select thirteen makers whose work tells the story of contemporary craft not told by the Crafts Council Collection. These works will be featured in the Collection based exhibition, Maker's Eye and will open to the public in our new gallery space on 1 July.

In November 2021 we will exhibit five newly commissioned works by Black and Asian female artists in the Crafts Council gallery, commissioned by Dr Karen Patel at Birmingham University as part of her research project, Supporting Craft Expertise. A freelance creative producer will produce the exhibition and devise a programme of supporting events.

- Develop a series of residencies in our digital spaces for Black, Asian, LGBTQ+ and disabled makers and collectives.



We will be recruiting in summer 2021 for two in-depth residencies to be completed by the end of 2021.

- Prioritise acquisitions of Black, Asian and ethnically diverse makers' work to the Crafts Council Collection in the next two years to rebalance the current overrepresentation of white makers

Works by Simone Brewster, Ekta Kaul and Adi Toch were acquired from the Artist Support Pledge scheme through a fundraising appeal.

In 2021 we will be fundraising to acquire works by makers selected by Dr Christine Checinska for the Maker's Eye exhibition.

- Create professional development opportunities for emerging curators with an emphasis on diversity of voices.

Artisa Curatorial fellow, Shai Akram, will present the outcome of her fellowship on our website in June 2021. Plans for a second fellowship will be made in autumn 2021.

- Use the evidence from our Market for Craft research report to inform our strategic approach to increasing the diversity of the buying audiences for all craft businesses, including those at Collect

A digital data tool is now available on the Crafts Council website to search craft audiences by different characteristics including ethnicity, age, gender, and disability.

- Evaluate our approach to participation work, developing a framework that prioritises anti-racism and is based on the principles of co-creation and sharing agency with communities.

Craft Participations for a New Landscape, 3 September: sessions on 'What does co-creation and community participation look like in the age of COVID-19?' and 'How can we build an anti-racist framework for craft participation in order to meet the needs of all communities?' with contributions from Rose Sinclair, Back Girl Knit club, Alix Bizet and Ibukun Baldwin.

In order to engage more meaningfully in the social justice agenda, we have commissioned a consultant to develop a framework for consultation, debate and piloting with activity being planned to happen in summer 2022, with our approach being one of intersectionality.



We will improve how everyone can participate and engage with craft addressing the barriers facing Black, Asian and ethnically diverse groups

We recognise that we must take proactive steps to ensure all feel confident and able to engage with the Crafts Council. We will increase representation of Black, Asian and ethnically diverse people in our work.

We will;

- Work with our 2020 Clore Fellow to increase the diversity of makers represented on the Crafts Council Directory.

Clore Fellow, Omeima Mudawi-Rowlings, worked with Crafts Council from January to April 2021 and conducted interviews with Black, Asian, and disabled makers. Her recommendations will be implemented in 2021/22.

- Seek more Black, Asian, and ethnically diverse contributors to *Crafts* magazine in 2020.

Since its relaunch last September, we have confirmed Gus Casely Hayford as a regular columnist, Namita Gupta Wiggers as an editor-at-large, Jessica Klingelfuss as a freelance digital editor and the following new contributors: Jareh Das, Danika Parikh, Shehnaz Suterwalla, Aram Han Sifuentes, Jasmin Jones-Henry, Nkgopoleng Moloji, Ruth Terry and photographer Rio Blake.

- Continue to increase the proportion of Black, Asian and ethnically diverse makers taking part in our Talent Development programmes.

Our EU funded professional practice strand 'Crafting Europe' will support 26 emerging craft businesses of which 30% identify as Black, Asian, or ethnically diverse, disabled or LGBTQIA+.

- Support and facilitate conversations around racism in the arts and higher education sector and decolonising the craft curriculum across educational phases.

The Future of Craft Education, 25 September: presentations from Michelle Codrington Rogers, Emily Gopaul and James Hunting for delegates to consider ways to develop an anti-racist approach to craft education.

We are members of the National Society for Education in Art and Design dedicated anti-racism educational group ARAEA to assist in the production of school assets and checklists which support teachers of Art, Design and Craft to move towards a more diverse and representative curriculum.

- Work with a young person to develop a youth-led response to the Black Lives Matter agenda that will shape a long-term anti-racist strategy within our Young Craft Citizens



We supported our paid Young Craft Citizens placement to organise an online meetup for young Black creatives, discussing issues faced and sharing advice and resources. We then supported her to successfully apply for funding to continue running the network – originally planned to be delivered at the beginning of 2021 but now planned for May – July 2021, with colleagues continuing to provide her with administration and technical help.

We will resource, monitor, and evaluate our actions to ensure we are making a difference

We commit to continuing to educate ourselves, and ring-fence time and resources for every team member to educate themselves on social justice and racism; and ensure that we have the internal resources and systems to support this work.

We will;

- Recruit at least two additional diverse Trustees to the Board

We recruited four Trustees in the last year of which three are of Black, Asian or ethnically diverse heritage.

Trustees are active in supporting our diversity and inclusion work: Yinka Ilori is supporting our learning team on a national schools' challenge and Ed Matthews Gentle and Majeda Clarke attend the Global Majority steering group.

- Review the pool of freelancers we regularly work with to make this more representative and continue to review our recruitment processes.

We have increased the range of Crafts magazine writers and contributors; we advertise freelance contracts for specific projects including currently advertising for a creative producer to curate the exhibition of Dr Karen Patel research commissions.

- Continue to review our recruitment processes.

We have introduced a Guaranteed Interview Scheme for applicants that identify as Black, Asian, ethnically diverse or disabled.

We have introduced an applicant tracking system to streamline our recruitment processes and remove unconscious bias.

- Strengthen our Whistleblowing and Complaints procedures to manage the anonymous reporting of prejudicial behaviour

Completed

- Review where we can create work opportunities; job shadowing; internships and work experience specifically for individuals from under-represented groups.



We continue to share job opportunities with organisations that focus on recruiting individuals from under-represented groups and ensure that our recruitment panels are diverse. When we have not been able to have a diverse panel internally, we have engaged critical friends from outside the organisation to support us.

- Publish an annual report outlining our achievements and actions for the coming year.

Completed. This report represents the annual update.

- Ensure our staff complete mandatory unconscious bias training when they join and continue regular updates for all staff.

All staff receive mandatory unconscious bias training when they join and regularly thereafter. All staff have received deaf awareness and LGBTQIA+ training.

We will provide leadership to the sector sharing best practice and continued learning around issues of anti-racism and inequality in craft

We recognise our responsibility to take a greater stand in challenging ourselves and the craft sector to promote anti-racism through our organisations and programmes

We will;

- Provide an ongoing forum and platform for conversations about anti-racism in craft via our channels promoting, sharing, and amplifying the work of others

Following the June 2020 Tackling Racism meeting and with support from Inc Arts we have met regularly with a small group to develop a Global Majority network.

We are now advertising for a post Relationship Manager (Global Majority) to lead on this work.

In Crafts magazine we have covered a wide variety of subjects including: Features on: the restitution debate; the 'remaking the monument'; the marginalisation of Black creatives in Britain; how the craft world can address its lack of diversity; craft and the material world of the Sami people

Articles on: South African ceramicist Andile Dyalvane, Anya Paintsil's sculptural wall hangings, Palestinian textile artist Jordan Nassar; ceramicist Magdalene Odundo

- Use our seat at tables external networks we attend, to challenge current practice and promote an anti-racist agenda within the sector

We are members of the Creative Industries Council Diversity working group and Kings Cross Knowledge Quarter diversity group meetings.



- Work with Craft UK our network of craft organisations across the country to commit to a diversity and inclusion charter in 2020

We have created a working group to explore actions the Craft UK network could take to improve diversity and inclusion, with resources planned to be published in summer 2021.

We held a Skills Best Practice Guide to Recruitment seminar on what is meant by Diversity and inclusion and the importance of it in the workplace.

- Continue to work with Dr Karen Patel (Birmingham City University) and Nicola Dillon (Kingston University) on their research and identify actions Crafts Council can take.

Crafts Council has partnered with Dr Karen Patel and Birmingham City University/ SteamHOUSE to deliver workshops with black makers and academics to develop policy recommendations to address the lack of diversity in craft.

We co-hosted an event in February to disseminate findings and integrate policy recommendations into our plans. In May a Work in Progress event shared commissioned artists' journeys ahead of the exhibition planned for November in the Crafts Council Gallery. In June we will share the final report and recommendations.

The Kingston University PhD has been paused for this semester.