



# Crafts Council

## Crafts Council commitments to diversity and inclusion December 2021

This report updates progress since June 2021 on delivering our commitments

### 1. 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

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

*Commissioned curator Dr Christine Checinska selected thirteen makers whose work tells the story of contemporary craft not told by the Crafts Council Collection. These works were featured in the Collection based exhibition, Maker's Eye which opened to the public in our new gallery space on 1 July and ran until September.*

*In November 2021 we opened We Gather an exhibition of 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. Creative producers Griffi and Rosie were commissioned to produce the exhibition and have devised a programme of supporting events. We Gather runs until March 2022.*

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

*Monthly takeovers have continued with The Black Artisans in October and Meron Wolde in November. We are planning to launch #craftstudiostories (as part of MCL) on IGTV with Romani directory maker Imogen Bright Moon in December.*



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

*We are fundraising to acquire works by makers selected by Dr Christine Checinska for the Maker's Eye exhibition and from the We Gather exhibition.*

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

*Artisa Curatorial fellow, Shai Akram, presented the outcome of her fellowship on our [website](#) in June 2021. We are currently planning for a second fellowship in 2022.*

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. We have produced guides on how to use the data tool to support greater access to the information.*

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.

*Our consultant, Lily Einhorn, produced an initial report based on internal and external conversation. It highlighted the good work done to date and the need for further discussion around improving content creation, ethics of platform projects and organisation-wide definition agreement. An all-staff session was delivered in December to share the report and a clear definition for our commitment in this work. All staff are now working to highlight how 22/23 workplans respond to social justice.*

*Our reporting systems have been updated to make it easier to capture activity and impact that responds to our Inclusivity and Relevance work.*

## **2. 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.

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



*A working group is implementing website accessibility updates and a new Directory FAQ resource. Further improvements have been identified; these will be actioned across the following 18 months.*

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

*We completed our EU funded professional practice strand 'Crafting Europe' supported 26 emerging craft businesses of which 30% identified 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.

*We have shared the NSEAD's anti-racism educational group ARAEA school resources to our network and continue to participate in group discussions.*

*We have launched our Craft School: Yinka's Challenge featuring briefs set by Yinka Illori. Teacher resources (toolkits and films) feature Yinka sharing his practice and CPD sessions for teachers have featured a range of maker educators including Woo Jin Juu, Aurelie Dellasanta and Crafts Council's Rafaela Ricardo leading a session on representation in craft and the curriculum. To date 112 schools have registered from across the country.*

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

*Our new Young People's Producer, Youcef Hadjazi, has reviewed all activity from previous placements to ensure that anti-racism is embedded into the re-booted activity of the Young Craft Citizens (YCC).*

*Two YCC sessions have been delivered in the Gallery, responding to We Gather. The first was with curators Rosie and Griffi, discussing the process of bringing together the exhibition and the second was a practical session with We Gather artist Shaheen Ahmed.*

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

*In our continuing commitment to educate ourselves we have undertake training with Fearless Futures around active allyship and courageous conversations training for all staff. From this we have identified a need to produce clear guidance on active allyship and language for staff - this will be produced by March 2022.*



### Recruit at least two additional diverse Trustees to the Board

*We recruited five Trustees in the last year of which three are of Black, Asian or ethnically diverse heritage. Overall we have increased the diversity of the Board in relation to the protected characteristics of ethnicity, disability and sexuality. Trustees continue to be 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.

*We have increased the range of Crafts magazine writers and contributors; we advertise freelance contracts for specific projects.*

### Continue to review our recruitment processes

*We have introduced a Guaranteed Interview Scheme (GIS) 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. As a consequence we have increased the diversity of our staffing. Six of the 12 staff recruited in the last six months had applied via the GIS or required lived experience specification.*

*When we have not been able to have a diverse selection panel internally, we have engaged critical friends from outside the organisation to support us.*

### 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.*

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

*Completed.*



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 training this year in deaf awareness, LGBTQIA+ awareness; and allyship.*

#### **4. 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

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. The group is now developing terms of reference and we appointed a Relationship Manager (Global Majority) to lead on this work.*

*In Crafts magazine and online we have covered a wide variety of subjects including:*

- *Writers and photographers include; Tate curator Osei Bonsu, Shehnaz Suterwalla, Aram Han Sifuentes, Jareh Das, Nkgopoleng Moloi, Carolyn Herrera-Perez, Guan Lee, Jessica Klingelfuss, Yasmin Jones-Henry, Rio Blake, Emlil Bendixen, Danika Parikh, Omeima Mudawi-Rowlings, Mah Rana, Ekta Kaul, Charlotte Jansen, Ruth Terry, Jim McDowell, Riya Patel, Shahed Saleem, M Rachael Arauz & Andile Buka*
- *Focus on makers from Indigenous communities e.g. Sami artists in Arctic View*
- *Crafts' editorial on emerging Black & Asian makers: Anya Paintsil, Chris Day, Jacob Monk, Bisila Noha, Gerald Mak, Anthony, Francisca Onumah*
- *We secured columnist Gus Casely-Hayford and editor-at-large, Namita Gupta Wiggers*
- *Our Threads of Life story looked at how makers are using hair as a material to explore cultural identity and address racism*

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 Inc Arts, 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*

*A working group of the Craft UK network is developing a toolkit to support members in addressing anti-racism and inequality in their work - we have brought in GMB steering group member Chinelo Njaka to support the development of the Toolkit. We will have draft version ready for consultation in January 2022.*

*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. A blog about the seminar and it's implications for the craft sector has been published on our website.*

*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 in a series of events and workshops over the past 18 months culminating in the launch of the report in June 2021 to a virtual audience of 90 and the opening of We Gather at the CC Gallery. We are now working with Dr Patel on a further phase of the project.*

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