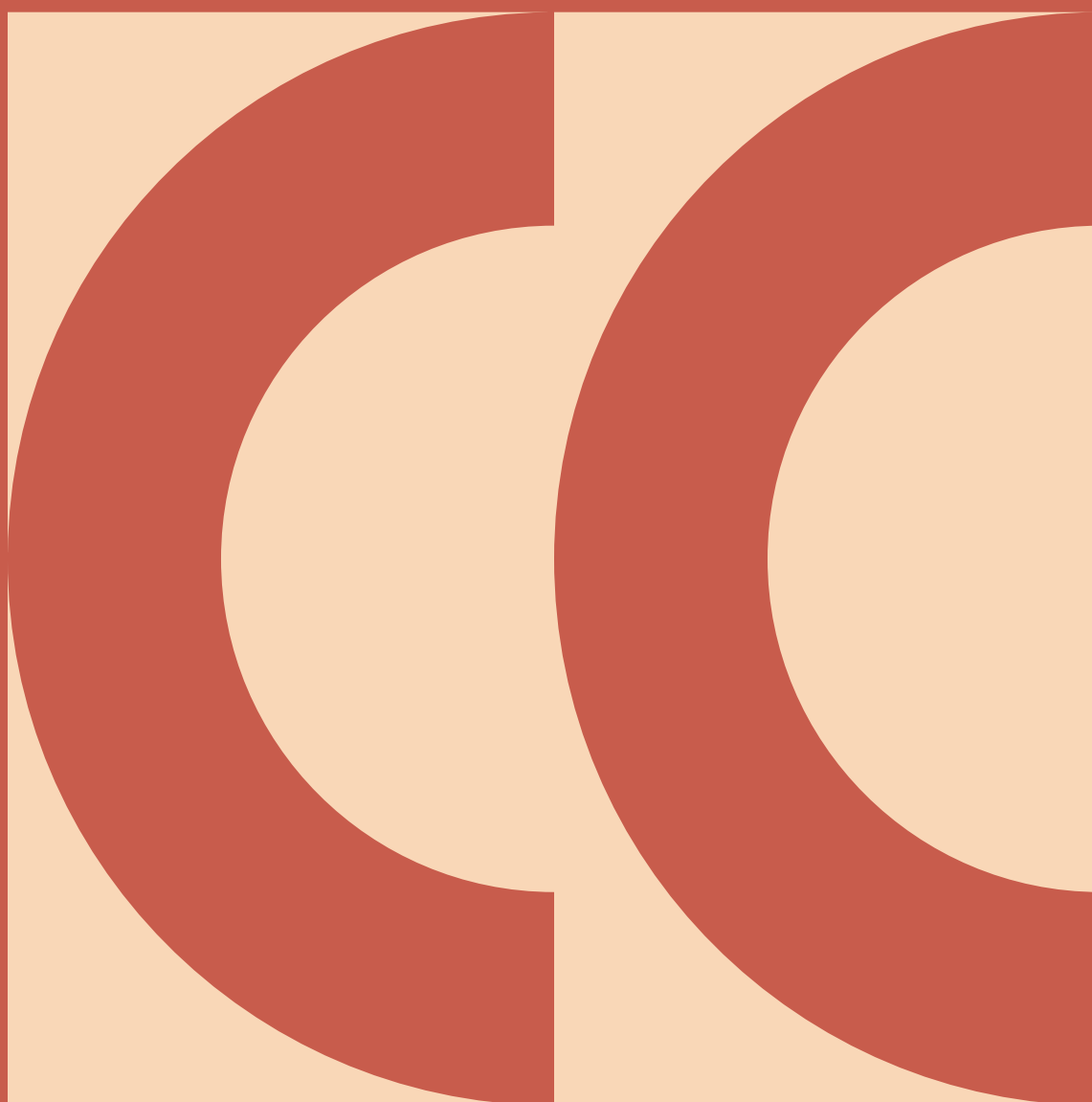


Crafts Council

Diversity and Inclusion Plan
2022-2023



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Introduction

Diversity of all kinds enriches creative practice and we recognise the moral, economic and social reasons to make diversity, inclusion and equality central to our work.

The Crafts Council must use its programmes of activity to promote a different narrative: one that challenges institutional racism and inequality and one that champions social justice.

Since 2020 we have published updates twice a year on our progress in this work. This document sets out our plans for the next 12 months. We will continue to share what has been achieved each March and September



Crafts Council's Board of Trustees

Our aims

- Increase the diversity of the Board to ensure representation from all protected characteristics
- Ensure Trustees have ownership of and are monitoring this work
- Embed discussion of social justice topics into board meetings

We have

- Recruited five new Trustees to our Board increasing our representation of black asian and ethnically diverse trustees to 28%.
- Two Trustees are observers at our Global Majority Advisory Group meetings.
- Four Trustees are responsible for monitoring progress on our diversity and inclusion work.
- Reported to the Board at its quarterly meetings on our diversity and inclusion work
- The Board received reports and discussed social justice at its Board meetings in 2021.

We will

- Ensure all Trustees receive anti-racism and inclusion training on joining the Board
- Update our governance to reflect our commitment to tackling anti-racism and inequality.
- Take steps to enable a Young Craft Citizen (YCC) Advisory Group member becomes a Trustee in 2023.
- Recruit new Trustees to ensure we are meeting our 2022/23 targets for representation.

Staffing

Our aims

- To achieve greater diversity in our staffing at all levels
- To identify pay gaps and create targets to address them
- To remove bias from our recruitment and employment processes

We have

- Updated our recruitment processes to remove bias from our process, and we are working with new agencies to encourage more applications from black, asian and ethnically diverse candidates and introduced a guaranteed interview scheme.
- Reviewed where we can create work opportunities; job shadowing; internships and work experience specifically for individuals from under-represented groups.
- Strengthened our existing whistleblowing / complaints procedure to manage the anonymous reporting of prejudicial behaviour.
- Ensured our staff complete mandatory unconscious bias training when they join and continue regular updates for all staff.
- Promoted Crafts Council as a London Living Wage employer.
- Monitored the profile of job applicants, staff, Board, volunteers and contractors through annual equal opportunities monitoring form to understand where there are barriers in the recruitment process or career progression across the organisation.
- Posted on our website a guide to what it's like working at Crafts Council and an Interview FAQ sheet. This emphasises the support and training we provide individuals and how we enable reasonable adjustments.

Staffing

We will

- Deliver a regular programme of training for staff in all areas relating to diversity and inclusion.
- Introduce full equal opportunities monitoring at application stage to improve data gathering, analysis and target monitoring at application, shortlisting and appointment stages.
- Identify specific agencies to partner with in promoting job opportunities to disabled applicants.
- Work with our Access Group to identify actions to increase recruitment of people from these groups and set more ambitious targets.
- Review application and interview processes with a view to improving accessibility, with particular emphasis on removing barriers for disabled candidates.
- Benchmark our Equality, Diversity and Inclusion (EDI) pay gap and set our target for year end.

Workplace Culture

Our aims

- To create a working culture that encourages all staff members to adopt an anti-racist and equitable approach to their work
- To create an environment in which all staff thrive
- To provide space and resource for all staff to learn educate themselves on social justice and racism
- To provide internal resources and systems that support our action plan to do better.

We have

- Engaged staff in regular discussions on how we are actively addressing racism and inequality in craft and how social justice is embedded in all our work.
- Delivered allyship training for all staff as part of ongoing commitment towards being an anti-racist organisation.
- Encouraged all staff to take responsibility for their actions including a specific action in their work objectives to deliver the Craft Council's diversity and inclusion plans.
- Our Diversity Advisory group meets regularly and champions our anti-racism and inequality work across the organisation. Any member of staff may join the meeting.
- Undertaken regular 'pulse' surveys to hear how staff feel about a range of topics and used this to make changes to working habits and support offered.
- Our Inclusivity and Relevance working group monitors progress on our commitments to anti-racism and inequality and is led by the Executive Director and Learning and Skills Director.

Workplace Culture

We will

- Ensure that staff have agency and input into key discussions around inclusivity and diversity through all work planning sessions. Relevant actions are then shared with colleagues to ensure holistic and effective intersectional approach.
- Produce and share a statement that clearly explains our commitment to social justice and how we work with like-minded partners.
- Produce guidance on language and allyship in action to empower staff to respond to moments of micro-aggressions or racism in different situations so that staff are confident in their response.
- Trial new systems of support for staff who may experience prejudicial behaviour.



Programme

Our aims

- Embed intersectional anti-racism and equity across all aspects of Crafts Council's programmes and make it a key driver for informing and shaping our programmes
- Increase representation of Black, Asian and ethnically diverse, disabled and LGBTQIA+ people in our content and programmes of work.
- Increase the diversity of our freelancers and creative partners – curators, producers, writers, photographers etc.

We have

- Ring fenced regular slots in the gallery programme, for Black, Asian and ethnically diverse groups to create content.
- Developed a rolling programme of monthly social media takeovers by Black, Asian and ethnically diverse, curators, craft organisations and makers.
- Evaluated 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.
- Worked with a Clore Fellow to increase the diversity of makers represented on the Crafts Council Directory.
- Increased the number of Black, Asian and ethnically diverse contributors to the magazine and our content production.
- Continued to increase the proportion of Black, Asian and ethnically diverse makers taking part in our Business Skills programmes.
- Supported and facilitated conversations around racism in the arts and higher education sector and *decolonising the craft curriculum across educational phases*.

Programme

We will

- Through our gallery programme we will prioritise audiences who have historically been less engaged in the Crafts Council programmes to date, including: local families and community groups in borough of Islington, Young People (18-30), and adults from lower socio-economic backgrounds and those who identify as Black, Asian, and People of Colour.
- Undertake a review of the Collection to identify historical biases and prioritise work by Black, Asian and ethnically diverse makers' acquisitions to the Crafts Council Collection in the next two years to rebalance the current overrepresentation of white makers.
- Form long-term partnerships with individuals and organisations led by Black, Asian and ethnically diverse, disabled and LGBTQIA+ curators and leaders to deliver our programmes of activity.
- Ensure that all our selection, talks and events panels are diverse.
- Continue to increase the proportion of Black, Asian and ethnically diverse, disabled and LGBTQIA+ people in our programmes.

Audiences

Our aims

- Improve our data collection and analysis of the diversity of our audiences; setting targets for future years
- Create mechanisms to better understand the barriers facing Black, Asian and ethnically diverse, disabled and LGBTQIA+ groups
- Provide an accessible safe gallery, events, and activities where visitors feel welcome and included

We have

- Tracked audiences to our new gallery to create a benchmark and understand the impact of exhibition content on visitors.
- Trained our Front of House team in visitor experience awareness.
- Promoted materials and resources on racism and equity on our website.

Audiences

We Will

- Work towards embedding the voices of diverse young people within the organisation, with a YCC board member by 2023.
- Form an access working group to lead on the review of access policy and audiences. Ensuring that the social model of disability leads this work.
- Ensure that all online events and activities are accessible and check access needs of participants and providers in advance.
- Include questions in our visitor surveys that further our understanding of how well we are doing and the barriers to engagement.
- Ensure our communications, marketing and fundraising materials including the images, content and language are appropriate and representative of the people and communities we work with.
- Activate our 'Craftmobile' to welcome families with younger children to the Gallery.

Leadership

Our aims

- To provide leadership to the sector sharing best practice and continued learning around issues of anti-racism and inequality in craft
- To listen and share our power with our communities so that more positive change can be made
- Increase fundraising for projects which support our commitment to social justice

We have

- Provided an ongoing forum and platform for conversations about anti-racism in craft via our channels (including Craft UK, Crafts magazine and online content). This will include a commitment to promoting, sharing and amplifying the work of others.
- Established a Global Majority Advisory Group, supported by a new Crafts Council post, which will be a critical friend to the organisation and enable links to wider networks of black, asian and ethnically diverse makers and creatives.
- Used our seat at tables e.g. external networks we attend, Creative Industries Council Diversity group, Inc Arts; our relationship with Arts Council England to challenge current practice and promote an anti-racist agenda within the sector.
- Partnered with Dr Karen Patel and Birmingham City University in a series of events and workshops culminating in the launch of her report on racism in the craft sector 'Making Changes in Craft' in June 2021 to a virtual audience of 90. We showcased the five makers' commissions from the research in an exhibition We Gather at the CGallery November 2021 – March 2022.

Leadership

We will

- Launch the Craft UK Toolkit for Change and work with craft organisations across the country to embed into their practice.
- Work with the Global Majority Advisory Group across our programming
- Continue to work with Dr Karen Patel (Birmingham City University) on promoting the recommendations of her report and on the second phase of her research.
- Share briefing papers that highlight key issues and examples of activity that are making positive changes.
- Use opportunities to fundraise for work which specifically supports social justice issues through craft.

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