

Antiracism and Diversity Manifesto

Our Values

welcoming

forward-thinking

inclusive

engaging

vibrant

fun

A recent staff workshop identified 'inclusive' and 'fun' being our primary values.

Our activities reflect our audiences, and we aim represent all the different communities in our area. Z-arts is an antiracist organisation.

We do not tolerate discrimination of any kind. We practise inclusivity and accessibility and are learning how to embed trans inclusivity across all we do. Z-arts is welcoming to all people who do not discriminate against others.

We acknowledge all protected characteristics in the Equality Act 2010 – including age, disability, gender, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation recognising socio-economic status and class as a thread that intersects all of these.

As a learning organisation, Z-arts is always open to change. Here is our working manifesto. We have done consultation with external trainers and internal staff develop this and use it as an active working document.

What we believe:

- We care about giving young people a voice and safe space.
- We care about creating comfortable spaces for all our staff and visitors.
- We believe in making people feel safe no matter who they are.
- We believe care experienced and unaccompanied children have as much right to be safe and have their voices.
- We believe diversity is an important part of being a vibrant arts community.
- We believe every family is different, and we celebrate you for who you are .
- We believe in challenging bigotry and discrimination .
- We believe in responsive and adaptive action.
- We believe in being open and inclusive.



- We believe in equal access, opportunity, and respect for all communities.
- We value the things that make us different.
- We value the local voices and resident communities of all ages and practice age-friendly policy.
- We value and support our LGBT+ community.
- We value and support our multicultural communities and are committed to this
- We believe in continuous conversation.
- **We believe we have more work to do...**

What we are doing:

- We are actively listening to learn from people’s experiences.
- We challenge discrimination and underrepresentation.
- We operate unconscious bias recruitment which is recognised as best practice to increase diversity across the team.
- Our workforce is 30% people with protected characteristics and
- Our associate artists reflect the diversity of the communities we serve
- We work with underrepresented artists.
- We supported 75% global majority artists through our artist development programme in 2021 and we aim
- We prioritise work that has a greater representation for our audience including our library collection .
- We provide a space where global families feel safe and free to be themselves through an inclusive programme.
- Our trustee development programme works to find trustees from backgrounds that are underrepresented in arts leadership – 40% of our trustees are from different cultural backgrounds
- Ongoing training around inclusion, neurodivergence, disability, culture and identity awareness are available for all staff at least annually.

What we are going to do:

- Open more opportunity for more conversation and input from the community.
- We are reviewing recruitment processes to be even more inclusive.
- Continue to celebrate diversity and community throughout our programme and in our building.
- Increase representation from diverse cultural background at a managerial level.



- Promote more diverse leadership and staffing opportunities through our trustee development and artist development programme .

Diversity to Z-arts is...

“A mix of many different types of people which reflects the different backgrounds, identities and experiences of people in the world around us”

“Embracing a world of different people that come from different backgrounds! Races, religions, their social experiences, lifestyles, geographical locations, genders, ages... All the things that make us different”

Equal access, opportunity and respect for people all communities.

Diversity to me is about having a workplace, artist team and programme with a rich mix of people. It is about equality. It is about reflecting the world in which we live! Having diversity and a commitment to diversity at the heart of an organisation makes my world and the world around our children better. It is about raising up those voices who have been marginalised historically because of their race or disability.

Seeing different types people, and as a result producing and creating having a more varied and interesting social landscape

Being open and inclusive to all.

A community of people who have things that are different and things that are the same

“Including people from a variety of genders, sexual orientations, races, religious beliefs, and abilities”

“Voices from all communities and individuals being heard and respected. Safety and opportunity actively provided for all”

What is diversity to you?

Let us know and if you have any cool ideas or important comments on how we can be better please email Yemi@z-arts.org or Liz@z-arts.org

