



EQUALITY AND INCLUSION ACTION PLAN 2021-2

The following action plan includes actions and commitments in the specific areas of artistic programming, participation and audiences; staff and board recruitment, development and retention; training, communications and accountability. It will be underpinned by a period of training for all staff and Board, in anti-racism and anti-ableism, delivered by external experts with lived experience, in 2021.

ARTISTIC PROGRAMME AND PARTICIPATION

We recognise the necessity for artistic practice to lead the way in redressing systemic injustices. One way ID does this is to shift representation of who gets to lead artistic activity, in turn shifting perceptions and orientations and facilitating a diversification of those attending as participants and audience members. ID's ongoing programme *Intersectional Dance Practices* actively develops relationships with people and practices which are under-represented in ID's programme, offering paid leadership roles across all strands of activity.

Actions and commitments:

- continuing to increase the representation of artists with protected characteristics across all our programmes
- continuing to expand the breadth of dance and movement forms offered through our learning programme
- hosting all of the artists we work with in a fair, equitable and ethical way
- working with Siobhan Davies Studios to ensure all of ID's activity in the building is hosted in a welcoming way
- continually questioning the histories of the forms and practices we are supporting, and applying critical rigour in our own decision-making and curatorial processes
- actively seeking the expert input of artists with lived experience of racism, ableism, genderism and socio-economic disadvantage, paying artists as consultants to review our programme
- actively implementing recommendations from artist consultants and from feedback gathered through evaluative processes, to further inclusion
- supporting artists from under-represented backgrounds through fundraising support and co-producing research projects
- maintaining affordable pricing to reduce barriers to participation
- providing automated captioning of all content offered digitally
- actively seeking to decolonise the curriculum of the MA/MFA Creative Practice programme we co-deliver with Trinity Laban and Siobhan Davies Studios
- proactively organising and leading discussions focused on anti-racism in HE contexts through a partnership initiative with Dance HE, C-Dare at Coventry University and Centre for Performance Philosophy, University of Surrey

- advocating for positive change in the wider dance field through active membership of peer networks including Moving for Change and National Dance Network
- expanding our pilot Intersectional Reciprocal Mentoring Scheme in order to support more artists to become peer mentors
- increasing fees paid to teaching artists

COMMUNICATIONS

Actions and commitments :

- ensuring ID's website development embeds accessibility functions with thorough testing by multiple users
- reviewing the language of marketing communications with the aim to use plain English and avoid gendered language and assumptions
- ensuring artists' material is appropriately credited and used
- sharing examples of good practice across ID and via networks
- working with an external communications expert to review the language used across marketing platforms

STAFF AND BOARD RECRUITMENT, DEVELOPMENT AND RETENTION

We acknowledge that ID's staff and Board is currently majority white. We are prioritising recruiting disabled people, people of African or Caribbean heritage and people of South, East and South East Asian heritage and people who are ethnically diverse and/or with lived experience of racism, ableism or genderism or socio-economic disadvantage.

Actions and commitments :

- proactive placement of opportunity call-outs through global majority networks and contexts
- ensuring that all selection panels reflect the diversity of London's population
- direct approach to people from under-represented backgrounds to encourage applications
- offering all who are new to the organisation extended support to welcome them into role and provide training and support as needed
- including a transparency statement on our website about what a Board does
- developing Trustee induction packs which help demystify governance processes and Trustee responsibilities
- appointing at least 2 new Trustees from under-represented backgrounds in 2021-2
- ensuring that ID's Board is composed of 33% people from under-represented backgrounds in the cultural sector by 2025

TRAINING

We recognise that training is an ongoing process and that our working methods need to be continually reviewed and updated to ensure best practice. We also recognise that wherever possible, training

should be delivered by people who have lived experience and expertise in any defined area of systemic inequality.

Actions and commitments

- All staff will undertake specific trainings in aspects of access awareness and provision, building on training undertaken in 2020-1 including sessions in Online Access / Captioning / Marketing & Inclusion
- Sharing new knowledges and information about good practice among the staff, Board and artists we employ to lead areas of the programme
- Providing training for artists in online teaching practices
- Seeking opportunities to increase ID's staff and board training budget

ACCOUNTABILITY

- We will be reporting and discussing progress at quarterly Board meetings (ID and SDS)
- We commit to reviewing our progress, year-on-year in our annual reporting and through qualitative and quantitative data gathering
- We commit to an annual report on our progress published through our website