

Equity, Diversity, Inclusion and Belonging (EDIB) Policy 2022-2023

Introduction

This policy sets out ZoieLogic Dance Theatre's (ZLDT) position on Equity, Diversity, Inclusion and Belonging (EDIB). It exists to guide the team and board, creative collaborators, service providers and participants towards creating and upholding an inclusive and equitable culture at ZLDT.

Values and Purpose

People are at the heart of what we do, and we recognise that we have a continued role to play in addressing social injustices.

ZLDT values peoples' differences and their present and potential contribution to dance, the arts and society as a whole. We are committed to providing an environment in which people are able to realise their full potential and bring their whole selves to the environments we create, irrespective of what might mark them out as 'different' to another.

Since 2000, the first incarnation of our work, FuzzyLogic, our youth dance company for boys, was set up specifically to challenge perceptions, address inequalities and increase access to dance for those who are traditionally marginalised in this context, specifically boys and men and those least likely to access or take part in dance.

Whilst our core mission and purpose remain, we recognise that we have ongoing development work to evolve our practises to continue to champion, create and embody a more diverse and inclusive culture through our work.

As a social justice issue, and in line with the company's values and beliefs, ZLDT commits to doing more to actively remove barriers to inclusion and equity in all aspects of its work.

Context

In 2020 there were global shifts in social justice movements. Deep rooted injustices were highlighted in many contexts, including but not limited to the momentum of Black Lives Matter, decolonisation activism, anti-racism activism, advocacy for trans rights, and the disproportionate impact of the Covid-19 pandemic on marginalised people. In the arts sector and beyond there have been widespread calls for more transparency and accountability from organisations on these issues.

In 2021 all ACE National Portfolio Organisations were requested by the Secretary of State for DCMS to provide data on the socio-economic background of audience, participants, board and workforce to ACE, and will be mandated to do so from 2023 onwards.

This policy is informed by:

- All of the above, along with the ZLDT team and board's ongoing personal unlearning, learning and development in this area.

- The Equality Act 2010.
- The Inclusion and Relevance objectives of our principal funder, Arts Council England, and the *Creative Case for Diversity*, reflecting creative potential and the ways in which equity and diversity can also contribute to our long-term resilience.
- Arts Marketing Association's Breakthrough programme (Jul 2021 - June 2022) attended by SMT
- City of Culture Inclusion Workshops, supported

Protected Characteristics

ZLDT is opposed to discrimination on the grounds of:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnerships
- Pregnancy and maternity/paternity
- Race
- Religion and belief
- Sex
- Sexual orientation
- *Socio-Economic status**
- *Parental/caring responsibilities**
- *Neurodiversity and sensory differences***

**These are not legally protected characteristics, however we consider them as areas of structural injustices that need addressing.*

***Many consider these to sit within the characteristic of 'disability' - we specify it separately here in recognition of the fact that some people identify as neurodiverse or with sensory differences but do not identify as disabled.*

Where we are now

We want to be transparent and open about our EDIB activities and progress, and for that reason publish our company representation data

However, we do so with a caveat - we reject tokenism and do not wish to reduce people to tick boxes, but recognise that, at present, this still serves a purpose.

Please see our website for our most up to date data and details of progress against EDIB targets.

Since becoming an Arts Council England National Portfolio Organisation in 2018, we have been annually assessed against their EDI criteria and received Outstanding for our contribution to the Creative Case for Diversity.

In 2022-23 we will actively dismantle more barriers in an informed and effective way. We recognise there are areas where we either have less experience or need to explore further ways of improving in these areas, including: anti-racism, religion and belief and disability. This is detailed in our Equality, Diversity & Inclusion Objectives and Action Plan

We also commit to sustaining the work that has led to previous progress, including notable activities as follows:

- Sustaining male dance as the focus of work, to increase engagement of boys and men with dance, given that males are underrepresented in the artform (amateur and professional) and still commonly face unjust social stigma and homophobia for taking part in dance;
- Continuing to involve Special Educational Needs schools in ManMade Platforms;
- Delivering male mental health participation project and performance platform Headfunk, exploring issues around male limiting perceptions
- Further developing FuzzyClear Youth Company for young men with Autism and other sensory differences, increasing numbers sensitively to the group.
- Revised recruitment processes resulting in a greater pool of intersectionality diverse applicants for roles,
- Increased access to education and training for team members and actively nurturing a safe and ongoing dialogue on EDI issues at work.
- Providing video introductions to opportunities to increase appeal and understanding of what our offer is and who it can be for.

Our approach embeds diversity, equality, inclusion and belonging at the heart of our work, and reflects our ongoing, active commitment to addressing social injustices.

Approach

We are committed to a consistent cycle of **education**, **action** and **reflection**, embedded into all areas of our activity. We believe that these are the essential components to making progress.

Specifically, we commit to:

- collective critical engagement with the language and lived experiences of inequality;
- acknowledging and understanding of privileges, responsibilities and unconscious bias;
- not centring the needs and perspectives of those who are in relative/contextual positions of privilege;
- ensuring the work within the team is conducted transparently and is met with positive challenge and encouragement;

- ensuring support and safeguarding needs are met for those directly impacted by this work;
- holding ourselves to account and welcome positive and constructive challenge within the team and from those outside of the organisation.

We are framing this work and the necessary conversations around it positively, and aim to maintain non-judgemental attitudes as each of us plays our part.

We recognise discomfort may come up as part of this work and we embrace this, without judgement, as a space for learning and progress. If we chose not to frame this work positively, this discomfort could be perceived as a barrier - instead we view it as an opportunity.

Implementation

We recognise that a considered and well defined policy can *theoretically enable* inclusion. And that people who take consistent action have the power to *effectively deliver* it.

- NED Board
- Advisory Board
- Staff team
- Freelancers/contractors

The Executive Director is the staff team lead for this work. The Head of Communications is the freelance EDI champion. The NED board is ultimately accountable for this area of work.

Future Development

Equality and diversity best practice is constantly developing as social attitudes and legislation change. ZLDT will keep all its policies under review and will implement changes where such changes are legally required or where they could improve equality of opportunity. This commitment applies to all of ZLDTs employment policies and procedures, not just those specifically connected with equal opportunities.

Accountability

ZLDT will not tolerate unlawful discrimination of any kind in the context of our work and working environments and will take positive action to prevent its occurrence. We want to be the best version of ZLDT possible and demonstrate integrity in all that we do. We are accountable for our actions as individuals and as an organisation.

This accountability will be demonstrated in practice through annual publication of key EDI data, and enabled through our Equality, Diversity & Inclusion Objectives and Action Plan, and underpinned by this policy and the contractual obligations of our staff, board, collaborators and contractors.

We welcome feedback, and actively encourage anyone who comes into contact with our work, in whatever context, to contact us if they have feedback or concerns regarding our EDI practices.

If you have any questions, comments or feedback on our policy please email martina@zoelogic.co.uk

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2022/23 EDI Action plan

We will ensure that active interventions happen in a consistent way on a regular basis. They will be embedded into all that we do.

We have three EDIB objectives for 2022/23

1. The characteristics of the board will improve on our representation to better match the characteristics of the people of Southampton (specifically increase by 8% each those who are disabled and from global majority ethnicities)
2. Develop more sophisticated monitoring systems to collect information on the participants we work with including socio-economic status to inform target setting and to better reflect our progress.
3. We will increase the global majority ethnic diversity of participants across projects by 3% on benchmarked figures from 21/22 where available and collate data to set targets where not available.

AIMS

1. The characteristics of the board will improve on our representation in 21/22 to better match the characteristics of the people of Southampton (specifically increase those who are disabled and from global majority ethnicities)

2. ZLDT will have developed more sophisticated monitoring systems to collect information on the participants we work with including socio-economic status to inform target setting and to better reflect our progress.

3. We will increase the global majority ethnic diversity of participants across projects by 3% on benchmarked figures from 21/22 where available and collate data to set targets where they are not available.

MEASURES OF SUCCESS

Success Measures related to AIM 1:

1. *There will be an 8% increase in the % of board members who are disabled*
2. *There will be a 8% increase in the % of board members who are from global majority ethnicities*

Success Measures Related to AIM 2:

1. *New monitoring surveys will be developed with appropriate measures of socio-economic status included.*
2. *New surveys will be tested at 4 participatory projects during the year with a 50% completion rate target*

Success Measures related to AIM 3:

1. *There will be diversity benchmarks for all ongoing participatory projects by the end of the year*
2. *EDI targets will be recorded in every new Project kick-off*
3. *The global majority ethnic diversity of participants will be increased by 3%*

SITUATIONAL ANALYSIS: Where are we now?

Internal Strengths:

Strong commitment to EDIB in staff and board
New Advisory Board recruitment process has given us a map for how we can increase diversity and break down barriers to accessing new potential board members.
Alternative/new ways of working/breaking conventions is part of component ethos
Experts at surveys
We have many projects/participants that we can deploy surveys
Project Kickoff is a tried and tested template for setting parameters of a project which EDIB targets can easily be part of. EDI access is well considered.

Internal Weaknesses:

Capacity to deliver EDIB objectives with competing demands in projects
A feeling of awkwardness around surveying people's personal data, often on a repeat basis
A lack of historic data to help us set benchmarks
Lack of intelligence on how ambitiously we should set targets (fear of failure)

External Opportunities:

ACE Guidance on how to collect socio - economic data
AMA Breakthrough course to skill up and provide high level team training and mentoring to support us to reach our EDIB goals

External Threats:

Participants being unwilling or unable to share data
Goalposts shifting from principal funder on how and what data they want us to gather

<p>How we will build on our Strengths: Repeat the AB process for recruitment (get to know you sessions/no formal applications) Continue to invest in annual staff and board training Embed EDI in Project Kickoff more emphatically</p>	<p>How we will address our Weaknesses: Embed EDIB time into projects with team buy in to monitoring progress Find tech solutions to safely store sensitive data, ask people how they feel about us asking Start the detailed monitoring now to build better evidence base Increase our knowledge/skills on target setting</p>	<p>How we will capitalise on external Opportunities: Use industry standard guidance for our surveying, seek feedback from other NPOs. Use AMA Breakthrough as a way to catalyse and support systemic change within ZLDT</p>	<p>How we will mitigate against external Threats: Communicate the “why” to participants to help them understand the rationale for us collecting this data On-board full team to enable them to advocate for this work to happen Stay abreast of changes, and share data quickly with the team if priorities or categorisation changes.</p>
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KEY STRATEGIES:
an overview of how we will achieve each of our aims

<p><u>Strategies for Aim 1:</u> Review ONS data regularly to get current statistics Monitor board diversity with annual survey Involve NED and AB in target setting, and strategies to support inclusion and representation Assemble new AB – sub group EDIB Deploy a second inclusive campaign for new members Ensure current members feel valued and supported to participate Seek out potential members through diverse board programmes eg.diversifying Use chair recruitment as a way to have national reach and profile</p>	<p><u>Strategies for Aim 2:</u> Wait for ACE guidance on monitoring socio-economic status before launch surveys Differentiate CYP survey, and adult survey Review which projects we can deploy surveys in 22/23 Share findings, and broaden debate with team and board</p>	<p><u>Strategies for Aim 3:</u> Undertake a retrospective review of FuzzyLogic membership, and what interventions have worked to increase representation in the past Communicate our diversity targets and priorities with school teachers who may be gatekeepers to access at workshops/manmade Identify which Southampton schools have highest ethnic diversity populations and prioritise them for discounted workshop packages</p>
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EVALUATION: How we will evaluate success against each aim and Measure of Success:

How we will gather baseline data

Surveys, ONS statistics

How we will gather evidence of change

Where projects repeat we will monitor progress on diversity representation stats over time.

Keep records of board/staff/board diversity progress

Keep records of overview data of recruitment applicants and successful candidates

How we will analyse the evidence

Annual review process every June for organisation stats, project review as part of wash up and targeting setting for next project

At every project kick-off meeting we will review the representation stats of participants and audience (where available) and set targets, with clear strategies for interventions to support meeting those targets

Review and discuss progress at monthly evaluation meetings.

Discuss findings and check accuracy of analysis with the Advisory Board EDIB sub group

How we will report and disseminate learning points

Report to NED and Advisory board

Report to principal funder (ACE)

Record methods that have been successful and repeat in more projects

Publish organisational representation data in EDI policy on website

Publish data in annual report and share progress