# Equality, Diversity & Inclusion Policy 2021-2022

## Introduction

This policy sets out ZoieLogic Dance Theatre's (ZLDT) position on Equality, Diversity & Inclusion. 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 continued work to do 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 the Black Lives Matter uprising, decolonisation activism, anti-racism activism, the continued fight 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.

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 equality and diversity objectives of our principal funder, Arts Council England, specifically *The Creative Case for Diversity*, reflecting creative potential and the ways in which equality and diversity can also contribute to our long-term resilience.

**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 responsibilities**
- *Neurodiversity and sensory differences***

*These are not legal 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 EDI activities and progress, and for that reason are sharing our latest data in this published policy.

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.

**2021 Monitoring Overview**

| | **2018 ONS Mid-Year Population Estimates (MYE) for Southampton** | **2021 ZLDT Staff** | **2021 Board** |
|---|---|---|---|
| Female | 48.9% | 100% | 62.5% |
| Male | 51.1% | 0% | 37.5% |
| White British Ethnicity | 77.7% | 75% | 83.3% |
| Any other non- White British Ethnicity | 22.3% | 25% | 8.3% |
| Not Known | n/a | n/a | 8.3% |
| | **Family Resources Survey 2018-2019 for UK** | **2021 ZLDT Staff** | **2021 Board** |

| | | | |
|---|---|---|---|
| Not Disabled | 81% | 100% | 83.3% |
| Disabled | 19% | 0% | 8.3% |
| Not known | n/a | 0% | 8.3% |
| | **2016 ONS National Data for UK** | **2021 ZLDT Staff** | **2021 Board** |
| Lesbian, Gay, Bisexual | 2% | 0% | 8.3% |
| Heterosexual | 98% | 100% | 87.5% |
| Not known | n/a | n/a | 4.2% |

In 2020 we reviewed our EDI practices and actively sought better ways to become a more equitable organisation in practice. These included a revised recruitment process 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.

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 2021-22 we will undertake a considered and consistent programme of work with new objectives, to ensure we actively dismantle more barriers in an informed and effective way. We recognise there are areas where we either have less experience or and need to explore further ways improving in these areas, including: anti-racism, religion and belief and disability. This is detailed in our Equality, Diversity & Inclusion Objectives and Action Plan - a practical expansion of this policy.

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
- further developing FuzzyClear Youth Company for young men with Autism and other sensory differences, increasing numbers sensitively to the group.

Having reflected on the role we play and the opportunities we have to improve the way we address social justice in practice in 2021, ZLDT has a renewed sense of momentum and determination to make a difference and play our part.

Our approach embeds diversity, equality and inclusion in 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 governance champion for this work will be identified when the new Advisory Board is established in spring 2021. 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 of feedback on our policy please email vicky@zoielogic.co.uk**

**Signed off 24.3.21**
**Review Date: Feb 2022**

# 2021/22 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.

| EDUCATION | ACTION | REFLECTION |
|---|---|---|
| **Governance** | | |
| 1. To attend Governance specific EDI training/seminar annually | 1. Standing item on NED Board agenda at every meeting to review and monitor progress<br><br>2. EDI practice embedded within Advisory Board themes to explore issues, ideas and action | 1. Reflection facilitated within meeting discussions |
| **Recruitment** | | |
| 1. Seek recruitment expertise via specialist recruitment consultant/platform on an annual basis | 1. Collect Monitoring Data with each recruitment process (governance, team and freelance/ consultant)<br><br>2. Review 'cultural fit' element of all roles criteria to be more specific and remove possibility for unconscious bias<br><br>3. Develop and publish Equal Opportunities Casting Policy<br><br>4. Review and revise recruitment process to remove barriers/ increase access<br><br>5. Assign budget for recruitment that is specifically directed to support diversity of reach | 1. Analyse Monitoring data following each recruitment process - share learnings with the team and use it to inform / adjust targets for future recruitment if necessary |

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| | 6. Create EDI process for freelance appointment on recommendation, to mitigate lack of openness/unconscious bias - scrutinise decision, record rationale and introduce routine 'feelers out' task | |
| **Staff team / HR** | | |
| 1. EDI thread on Slack for team to share, read and discuss best practice/ideas/case studies/articles<br><br>2. Staff team receives formal training in Equality, Diversity and Inclusion at the start of employment and then on a biannual basis | 1. EDI leads conduct regular research (at least quarterly research) into training opportunities, information and developments in this area<br><br>2. Practical support opportunities for team members involved in this work in recognition that personal issues may come up - e.g. coaching/counselling?<br><br>3. Review/revise staff appraisal process on an annual basis to ensure barriers and bias are removed<br><br>4. Write specific EDI responsibilities into all contracts | 1. Quarterly reflection meeting within staff team to discuss challenges, opportunities, learning and achievements |
| **Communications** | | |
| 1. Seek quarterly best practice CPD<br><br>2. Quarterly and ad-hoc research into evolving language used in relation to EDI issues | 1. Publish organisational diversity data on an annual basis (website and via Team Logic)<br><br>2. Review and publish organisational EDI statement/policy on an annual basis | 1. Invite external feedback via annual Team Logic survey<br><br>2. Annual reflection meeting within staff team to discuss challenges, opportunities, learning and achievements |

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| | 3. EDI sign off to ensure accurate visual representation in comms materials<br><br>4. Share the mic / platform takeovers on social media (relative to current projects/local community)<br><br>5. Consultation to be led by artists and participants on a project by project basis about the language they wish us to use regarding their identity | 3. Ad-hoc reflection on transparency and meaningful representation during communications campaigns |
| **Artistic/project work** | | |
| 1. Team members attend training and workshops annually to inform thinking and inspire action<br><br>2. Community and demographic research ahead of each project to develop detailed insights into the cultural backgrounds of the participants | 1. Build EDI thinking and target setting into every project kick off - include a conversation on inclusive language<br><br>2 Refer to EDI checklist at the outset of each project<br><br>3. Reviewed recruitment and audition process specifically to address barriers at early stages<br><br>4 Review selection process for which groups we work with on an annual basis | 1. EDI reflection built into project wash up/evaluation process/ meetings<br><br>1. Analyse Equal Ops data and wash up outcomes following each project - share learnings with the team and use it to inform / adjust targets for future projects if necessary |
| **Evaluation** | | |
| | 1. Trial Race Equality Week's Safe Space project as a forum for listening and feedback<br><br>2. Annual review of diversity data | 1. EDI reflection built into project wash up/evaluation meetings |

| Business development | | |
|---|---|---|
| 1. Attendance of EDI related training events and conferences at executive level | 1. Standing EDI item on staff planning day agenda | 1. Annual externally facilitated workshop on EDI to support learning and strategy/action plan development |

## Measuring progress

We will measure progress by gathering and analysing qualitative and quantitative data:
- Benchmarking at the end of each year
- Target setting for new projects and evaluation at the end
- Keeping a log of activity to record actions taken (to relate to outcomes in evaluation)
- Inviting feedback from team, board, artists, creatives and participant