



Stockton Arts Centre

Culture Against Racism

ARC is proud to support the statement denouncing racism, but we understand that we need to demonstrate our support through action and allow ourselves to be held accountable by our colleagues and peers across the North East by making our commitments public.

In March 2021, we agreed an action plan developed through discussions and conversations with Board members and staff: We reviewed this in April 2022, reflecting on progress made and agreeing a new set of actions for 2022/23 which are set out below.

We recognise that we need to educate ourselves:

- We will continue to add to our resource list and ask all staff and Board members to choose one of them to read, watch or listen to, and to share a short reflection with other staff, either verbally or in writing.
- We will continue to pay Global Majority artists to advise on policies and procedures, including selection and recruitment processes for staff roles and artist initiatives.
- We will encourage all staff and Board members to attend sharings, works in progress and performances by Global Majority artists.
- We will arrange anti-racism training for all staff and Board members.

We recognise that our workforce is not representative enough:

- We will complete the review of our recruitment practices begun in 2021/22 to identify new ways of recruiting that result in a more representative workforce, continuing to implement changes and monitor the impact.
- We will continue to increase our pool of creative learning practitioners to include more Global Majority artists.

We recognise that our artistic programme must address many years of under-representation:

- We will ensure that at least 20% of our supported artists are artists of colour.
- Through delivery of our cinema development programme, we will increase the number of films led by Global Majority people screened in our cinema.
- We will seek to deepen the relationships we already have with Global Majority people from our communities, through active conversations and listening including use of Most Significant Change methodology

We will hold ourselves accountable:

- We will publish data on the diversity of our workforce and supported artists annually on our website.
- We will review progress against this plan at the end of March 2023 and agree new actions for the following year.

We recognise intersectionality and will continue our work to ensure that people of colour who are also disabled and/or LGBTQIA+ and/or working class are included in our workforce, programme and audiences.

All of the agreed actions will be implemented and completed by 31 March 2023.

Annabel Turpin
Chief Executive & Artistic Director
On behalf of ARC Board and staff members
June 2022