

Scottish Contemporary Art Network
Equality, Diversity and Inclusion Action Plan 2018 – 2021
September 2018

‘Equality means treating everyone fairly. However, equality is not about treating everyone the same, but making sure that no-one is disadvantaged by barriers...

Diversity is a term used to describe the fact that everyone is different and that the differences should be respected, recognised and valued.

In so far as equality is about removing barriers and diversity is about recognition of people, inclusion aims to provide the conditions for people to be able to participate in the arts in the way that they want to, knowing they are welcome regardless of their background.’

Scottish Contemporary Art Network is a member led network committed to championing and supporting the contemporary art sector in Scotland.

Our vision is that the role, impact and benefits of contemporary visual arts are widely recognised as central to society and that sector professionals based in Scotland are informed, innovative and supported to achieve their ambitions.

Our current strategic aims

- Connect and unite the sector; sharing knowledge and developing shared sector goals and ambitions
- Champion and promote the sector; helping them to better evidence and articulate the artistic, social and economic impact of their activity
- Cultivate and support a diverse, highly innovative workforce and stronger infrastructure
- Corporate: SCAN is appropriately resourced to exceed the expectations of our members and stakeholders and we embed innovative equalities and environmental approaches across all aspects of our activity and approach

The Visual Arts Manifesto

The visual arts manifesto forefronts equalities throughout many of the demands and aspirational principles set out. Statements 13 and 14 below inform SCANs current approaches and our planned next steps directly.

1. We, Engage, SCAN and the Scottish Artists Union, undertake to work together with urgency to address the significant challenges and inequalities that exist within the visual arts in Scotland.
2. We are visual artists, cultural workers, curators, educators, freelancers, makers, producers, technicians, writers, art lovers and the organisations that employ, represent or support us
3. We respect and value the diverse and powerful contribution that art and artists make to our society, culture and economy
4. We believe that art is vital for the health and wellbeing of individuals and society
5. We recognise that artists inspire agency and change within their communities and they play an essential role in public life
6. We call upon policy makers to place culture at the heart of representative policy and decision making
7. We draw attention to the fragility of our arts infrastructure and its reliance on voluntary or low paid work, and diminishing investment
8. We advocate for workers' rights, fair pay and professional working conditions across the arts and commit to upholding them in all aspects of our work
9. We call for longer term public investment that supports the creative and professional development of artists, workers and organisations
10. We urge policy makers to develop fit for purpose legislation that supports and protects those navigating precarious livelihoods
11. We seek to work within a cultural environment that is collaborative rather than competitive, and resist the pressure of continual growth, a burden that expects us to do more with less
12. We demand that the social impact and intrinsic value of our everyday cultural labour and commitment be recognised
- 13. We commit to openness in our discussion, and understanding, of the barriers that affect people working in the visual arts and those who do not participate**
- 14. We pledge to take urgent action to create a visual arts sector that celebrates diversity and promotes equality of opportunity for all**
15. We insist that the potential of learning through the arts is seen as crucial in helping to change and shape children and young people's lives
16. We maintain that learning can play a nourishing and vital role for all of us, throughout our lives
17. We defend the right of art and artists to move freely across borders and defend the freedoms of our international peers and colleagues
18. We are dedicated to working towards an environmentally sustainable future and will use our unique tools as artists and cultural workers to help innovate and inspire the transformational change that is needed
19. We encourage others to work with us to advance these intentions and navigate these precarious times.

The SCAN Minifesto

Following the launch of the Visual Arts Manifesto in December 2017, which forefronts equalities, the SCAN team have developed an internal 'minifesto' which aims to mainstream the ethos and principles of the manifesto into our everyday work and act as a sense checking document for everything that we do. This is still a work in progress.

Minifesto - When we take action and make decisions in our everyday working lives, we should ask ourselves:

- Is culture at the heart of our decision-making?
- Does our **work respect, and advocate for, workers' rights or professional working conditions in the sector?**
- Is our work collaborative rather than competitive?
- In our work are we considering and communicating the social impact and intrinsic value of contemporary art?
- When we work do we **understand and discuss the barriers to participation?**
- Does our work **celebrate diversity and promote equality of opportunity?**
- Does our work recognise and advocate for learning?
- Is our work environmentally sustainable and can it innovate or inspire transformational change?
- Are we working with others to advance our intentions?

Snapshot of SCAN

SCAN is governed by a voluntary board of trustees of which 2/3 must be members. Members join and have full voting rights at our AGM and on amendments to the constitution. Anyone who self identifies as being professionally committed to the contemporary visual arts can join SCAN. Membership fees start at £24 for freelance artists and workers.

SCAN has recently recruited new board members who are experts in equalities either with a focus on specific issues in their research and practice or who work for equalities focussed organisations.

Most of our events are open to the public, occasionally we hold member only forums. Most of our events are free or have a nominal charge for attendance. We offer travel bursaries whenever possible and always use wheelchair accessible venues. We currently offer BSL on request, provide large print versions of event handouts and have recently published an audio version of the Visual Arts Manifesto.

We have a very active digital presence utilising all main social media platforms to share our content, members news and wider sector focussed information. We have nearly 10,000 followers across all platforms and send our monthly e-newsletter to over 1.5k recipients. Our website meets standard website accessibility minimum requirements.

Current Working Conditions

SCAN offers flexible working arrangements to all staff with days and hours agreed at the start of the contract. SCANs office is wheelchair accessible and this is clearly stated on all job adverts. SCAN currently offers statutory maternity pay. SCAN is an accredited Living Wage employer.

Snap shot of Trustees and Staff

Of 14 possible respondents 7 completed our standard equalities survey which asks for information on the five most commonly recorded protected characteristics.

		Staff & Board
Gender	Male Female Transwoman Transman Non-binary/gender queer Prefer not to say	30% 70%
Race / Ethnicity	White Scottish/White British Irish Polish White Other Asian/Asian Scottish/Asian British Chinese/Chinese Scottish/Chinese British African/African Scottish/Black British	50% 33.3%

	Caribbean/Caribbean Scottish/Caribbean British Black/Black Scottish/Black British Arab/Arab Scottish/Arab British Mixed or Multiple Ethnic Groups, please specify Prefer not to say	16.6%
Disability	Yes No	0% 100%
Age	16 – 24 25 – 44 45- 65 65+ Prefer not to say	0 71% 28% 0 0
Sexual Orientation	Hetereosexual/Straight Gay/Lesbian Bisexual Other Prefer not to say	70% 0 0 0 30%

Snap shot of Members and Followers
Social Media Stats

Age Range	Gender	Location
18-24 11%	Female 68%	Glasgow 38%

25-34 40%	Male 32%	Edinburgh 22%
35-44 23%		London 8%
45-54 12%		
55+ 8%		

Members

Organisations	Individuals	Affiliate
24 small 13 standard 5 large 9 unfunded voluntary collectives	24 full price 39 concession 9 complimentary	1

Geographic location of members

Aberdeenshire	1
Argyll and Bute	1
Dumfries and Galloway	3
East Lothain	3
England	2
Fife	4
Highland	9
Orkney	2
Perth and Kinross	4
Scottish Borders	
South Ayrshire	1

Stirling	2
Moray	1
USA	2
Shetland	1
(blank)	
City of Aberdeen	6
City of Glasgow	44
East Ayrshire	1
City of Dundee	8
City of Edinburgh	29
Comhairle nan Eilean Siar	1
East Renfrewshire	1
Angus	
Total	126

EDI SWOT

SWOT	
STRENGTHS	WEAKNESSES
Equalities have emerged in different ways as a priority within SCANs advocacy and programme activities.	Our mission and vision don't clearly state our commitment to equalities.

<p>The Visual Arts Manifesto now forefronts and publicly sets out our aspiration to understand inequalities and the barriers facing marginalised groups.</p> <p>Our strategic plan also forefronts equalities work.</p> <p>We have a committed and passionate staff and board.</p> <p>Our current major projects and events have equalities issues imbedded within them; for example CLIC has explored issues around diversity, relevance and the need for change in collecting approaches. Curatorial Studio explores resilience, fair pay and working conditions, our AGM explored equalities, workforce issues and dignity at work. Mandate will help support the development and new voices and leaders from within our network. We have a workforce event planned with SAU that looks at working conditions.</p> <p>We have recent sector data via the visual arts review and attached EDI report (TBC) to evidence the need for action in (some) equalities areas.</p> <p>We have been sharing relevant research, projects and tool kits relating to best practice in equalities for 18 months across our digital platforms.</p> <p>We actively seek out and help raise the visibility of high-quality activity led by artists, curators and organisations that either identify as being from marginalised communities or that work with marginalised groups.</p>	<p>Information about our programme activity within EDI areas isn't always that visible for any new visitors to the website, members and followers.</p> <p>Our (small) core team lacks diversity.</p> <p>We lack confidence and training in the legalities of equalities work and current best practice in approaches and terminology.</p> <p>We lack detailed equalities data on our members, online followers and participants.</p> <p>Although we share good info on best practice across social media we don't always have time to read and understand everything fully (let alone then imbed in our own approaches).</p> <p>We lack a detailed understanding of the barriers faced by different marginalised and less visible communities.</p> <p>Our processes for monitoring the characteristics of our participants are not consistent. We are trying to reduce our use of paper in line with our Environmental Policy but we now get low numbers of people responding to online surveys.</p> <p>Our offer of accessibility support like BSL at events or spoken word versions of digital content is not consistent due to stretched time and resources and is also perhaps not visible enough for anyone to take us up on it.</p>
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Our internal 'manifesto' is one step we have made towards imbedding an equalities approach in all that we do.

We have updated our job descriptions to remove any unnecessary barriers within the essential skills and criteria, and actively encourage applications from all areas of the community seeking new networks and platforms to share recruitment adverts.

We offer flexible working conditions for all staff. We have a fully accessible office and we offer training budgets to all staff.

Most SCAN events are free or very low cost to attend. Membership is not expensive with concession rates for lower incomes.

We have recruited new board members who are experts in equalities either with a focus on specific issues in their research and practice or who work for equalities focussed organisations.

We have improved the diversity of our staff team and board members.

We know we can't make change happen alone, and we know that we must work with and learn from those people and/or communities who experience barriers to participation.

We are a predominantly sector facing organisation (business to business) and this publicly funded section of the sector, as evidenced in wider research, is lacking in diversity.

Although low, there is a cost to joining SCAN.

We lack of capacity to fully respond to the multiple barriers and inequalities that exist across the visual arts as a whole.

Lack of capacity to make all our content fully accessible or offer a range of accessible content like spoken word versions of articles and e-newsletters etc.

Out with our events we are an online organisation with no 'shop front' or drop in facility.

We do not have any strategic partnerships or relationships with (non-arts) equalities organisations.

Our networks with grass roots and more diverse arts organisations could be stronger.

The visual arts sector.....

Visual arts audiences and workforce lack diversity.

Many venues across Scotland are not fully accessible.

Evidenced gender pay gap.

<p>We pay the Living Wage to all staff and are seeking accreditation. We pay SAU recommended rates to any freelance artists or curators we work with.</p> <p>We sit on the working group for the Paying Artists Campaign.</p> <p><i>The visual arts sector.....</i></p> <p>Exploring equalities and social issues is very visible in the work of many Scottish based artists.</p> <p>There are a small group of highly regarded leading equalities organisations who work with visual arts and artists.</p> <p>Visual arts and artists are strongly visible within the arts and health sector.</p> <p>Visual artists play a highly visible role within regeneration projects and programmes.</p> <p>There is large number of voluntary and community focussed visual arts groups and workshops nationwide.</p> <p>Almost all publically funded exhibitions are free to enter.</p>	<p>The funded arts sector as a whole is lacking diversity.</p>
<p>OPPORTUNITIES</p> <p>Understand and expose the barriers.</p>	<p>THREATS</p> <p>Lack of confidence in legal context limits our ambition and action.</p>

Share our EDI journey with the whole sector and lead by example.

Create toolkits for our members to reference.

Reposition our equalities aspirations within our mission and vision.

We have national reach and status as a national body for the visual arts. Be more outspoken about our EDI ambitions.

Further enhance our 'minifesto' approach to mainstreaming equalities in all of our work including staff inductions and training.

We have the ability and clout to be able to form strategic national partnerships with other non arts EDI specialists and bodies.

Further amplify and champion best practice and EDI change-makers – but be more strategic.

Further develop our activities seeding and nurturing 'grassroots' independent sector to encourage and support new diverse voices and leadership.

Further develop our digital approaches to sharing less visible practices and connecting with non-arts EDI bodies and groups.

Stretched time and resources, not being able to prioritise our EDI work.

Actions are seen to be tokenistic not mainstreamed, considered and informed.

Funding cuts and insecurities.

Visual arts lose relevance with changing society/demographic.

<p>Make the most of our 'seat at the table' be braver to fight for radical change and new thinking.</p> <p>Work towards a major nationwide project by the end of 2020.</p> <p>Access new sources of funding for EDI projects.</p> <p>Gain political support for the sector through leading on EDI work and national project.</p>	
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Developing our Action Plan

'The inequalities in the sector have become its Achilles heel, limiting its ability to retain support from a wide range of communities.' Dave O'Brien

Equalities have emerged as a clear priority for SCAN over the last three years. Recent high-profile research like Dave O'Brien's Panic, Social Class Taste and Inequalities in the Arts report shows that the Creative Industries as a whole, including the visual arts sector has serious issues to address with relevance, equalities and diversity.

There are strengths across the visual arts. Many Scottish based visual arts organisations develop and deliver excellent opportunities for people from all walks of life to participate in visual art activities. The majority of art galleries are free to enter. Artists are well placed to explore and dissect social issues and global problems that can help foster debate and understanding across different cultures. Many already do. However the diversity of the visual arts workforce and the audiences we attract needs to be addressed if we want to sustain and develop the role and positive impact that the visual arts could have across society.

To inform this action plan and our next steps SCAN commissioned a freelance researcher to summarise all the data that we had available to us. The full report can be read at Appendix 1. This report summarises easily available data on the demographics of the Scottish Visual Arts workforce and audiences, with a focus on protected characteristics (including socio-economic deprivation). The aim of the report is to present what we know, allowing us to identify the gaps in our knowledge and begin to see what other data we need, to be able to have an informed, accurate overview of the demographics of the visual arts workforce and begin to expose and understand the barriers that people face.

The main sources of information referenced in this report are; Creative Scotland's Understanding Diversity in the Arts Summary Report; Creative Scotland's Visual Arts Review; Scottish Government Growth Sector Briefing – The Creative Industries and other relevant data sets; key papers from the Cultural Value enquiry; DCMS data sets; and other papers from independent bodies like Stonewall and Culture Republic.

The data report shows that we have access to significant data on some areas of the protected characteristics of the visual arts workforce. There is wider information available on the arts sector as a whole. We also lack data on the diversity of artists exhibited in Scottish visual arts galleries and exhibitions. We have access to some limited data about the audiences at Scottish visual arts exhibitions and events. Audience data is an ongoing challenge for our sector.

SCAN held team development sessions to work through our SWOT. SCANs Programme sub group made up of board members then contributed to this SWOT before the Action Plan was discussed and approved by the full SCAN board in early September 2018.

The SWOT, data report and discussions have helped us as a team to think in detail about our approaches, knowledge and ability to make positive change happen at both organisational and sector wide levels.

The SWOT highlighted our strengths, which centre around a genuine commitment within staff and board to help drive forward change, our existing work to champion change-makers and best practice within the arts, the Visual Arts Manifesto and our platforming of equalities issues within our programme. Our programme is helping to shine a light on issues and challenges about it also helps SCAN to learn what we need to do organisationally as well.

We feel that our commitment in this area across our programme is not visible enough or mainstreamed in our everyday practices in areas such as, but not only, offering fully accessible events for people with different types of disabilities. Staff feel strongly that we need to prioritise internal equalities training and the development of our organisational practices before we can be truly confident about being an outspoken agent for change within equalities.

This however presents a clear opportunity for us to use our existing well developed digital platforms and online voice to share our organisational journey to mainstreaming equalities internally whilst continuing to create open, safe spaces for conversation and debate within the sector. Staff feel that we are in a good position to form relationships with other non-arts and visual arts change-makers to develop shareable toolkits or other online content like blogs as we develop more robust approaches and policies internally.

Staff also feel that when developing our programme and projects we should remain responsive to the wide interests and equalities concerns of the sector but work towards a more strategic framework for our equalities work that not only creates space for debate and knowledge sharing but can begin to make change happen at a sector wide level.

We feel strongly that this internal process of learning and confidence building (shared publically) will help us to fill in the gaps in our knowledge and understanding of the barriers faced by different groups, be better informed to be able to identify priority areas for a significant workforce project, identify appropriate potential partners for these projects which will then be much more robust, informed and more likely to result in significant impact.

SCAN views this first iteration of our EDI Action Plan as a unique opportunity to properly foreground equalities as a major strategic priority for our work supporting the wider visual arts sector. We are committed to mainstreaming equalities led approaches into our organisational practices and guiding principles.

Building on the Visual Arts Manifesto, SCAN Minifesto, SWOT and data report we have developed the following objectives for the next three year period.

Year 1

1. Identify an appropriate equalities trainer to facilitate a bespoke session/workshop for staff/board that will increase confidence in the legal context of equalities, the different protected characteristics and help inform the priority areas of work needed to strengthen our organisational practice and policies (e.g accessibility of events, employment processes)
2. Identify an appropriate equalities partner to facilitate a bespoke session/workshop for staff/board and **members** to workshop which area of protected characteristics SCAN will prioritise in a major nationwide workforce project (eg socio economic deprivation and/or race and ethnicity) this needs to be informed by a clear understanding of national equalities issues.

3. Create a priority area action list for internal policies/processes and continue to update the EDI data report with summaries of any other research or source of information identified that inform these areas
4. Co-commission (with leading non-arts EDI partners) then publish one toolkit or blog that shares our organisational development/journey responding to priority areas identified in training workshop (eg Becoming a living wage employer)
5. Enhance new staff inductions to include EDI/Manifesto overview
6. Continue to forefront EDI & workforce issues and the development of the Manifesto across all our programme and shared activity with SAU/engage
7. Continue to share best practice and change making activities across our digital channels

Year 2

1. Rerun/update equalities workshop for staff/board as needed
2. Co-commission (with leading non – arts EDI partner) then publish two *further* toolkits or blogs that focus on a specific area of our organisational development within EDI
3. Continue to forefront EDI issues and the Manifesto development across all our programme and shared activity with SAU/engage
4. Continue to share best practice and change making activities across our digital channels
5. Begin to develop and fundraise for major workforce project with appropriate leading EDI partners (non arts and arts)

Year 3

1. Rerun/update equalities workshop for staff/board
2. Continue to forefront EDI issues and the Manifesto development across all our programme and shared activity with SAU/engage
3. Continue to share best practice and change making activities across our digital channels
4. Launch major new workforce project with leading EDI partner

Year 1 Objectives

	Objectives	Lead	Tasks	Measure of success	Performance
1	Identify an appropriate equalities trainer to facilitate a bespoke session/workshop for staff/board that will increase confidence in the legal context of equalities, the different protected characteristics and help inform the priority areas of work needed to strengthen our organisational practice and policies (e.g accessibility of events, employment processes)	SD	Reach out to peers/contacts for suggestions Progress discussions/confirm event	Completed by 31 January 19	
2	Identify an appropriate equalities partner to facilitate a bespoke session/workshop for staff/board and members to workshop which area of protected characteristics SCAN will prioritise in a major nationwide workforce project (eg socio economic deprivation and/or race and ethnicity) this needs to be informed by a clear understanding of national equalities issues.	MJ	Follow up from staff event with member focussed plan Progress discussions/confirm event	Completed by 31 March 19	
3	Create a priority area action list for internal policies/processes and continue to update the EDI data report with summaries of any other research or source of information identified that inform these areas	SD & Board	Create & Add EDI action list to 1/4ly board papers for reporting and progress	Completed by 31 March 19	
4	Co-commission (with leading non-arts EDI partners) then publish one toolkit or blog that shares our organisational	MJ/BH	Follow up from staff event to identify	Completed by 31 March 19	

	development/journey responding to priority areas identified in training workshop (eg Becoming a living wage employer)		appropriate first toolkit/blog		
5	Enhance new staff inductions to include EDI/Manifesto overview	SD	Work with Beth on staff handbook	Completed by 31 March 19 & Ongoing	
6	Continue to forefront EDI & workforce issues and the development of the Manifesto across all our programme and shared activity with SAU/engage	Staff & Board	Continue to use programme and communication linked KPIs to track our activity across EDI	Ongoing	
7	Continue to share best practice and change making activities across our digital channels	All staff	Continue to use programme and communication linked KPIs to track our activity across EDI	Ongoing	

Risks

Objectives	Risk	Likelihood 1-5	Impact 1-5	Mitigation
1	Identified training falls short of expectations	1	2	Speak to knowledgeable peers, check references and previous success for training provider, do appropriate research
2	Identified training falls short of expectations	1 5	2 2	As above

	Members have divergent views on EDI priorities			Ensure well facilitated workshop through detailed briefing and preparation with delivery partner.
	Lack of interest with Members to work collaboratively on this topic	2	3	Continue to build relationships with EDI champions within our network
3	EDI action plan is not completed	1	3	Board must ensure that deadlines are met and that actions are being progressed.
	EDI action plan is not kept up to date	2	5	Board must ensure that deadlines are met and that actions are being progressed.
	Stretched resources mean EDI work is deprioritised	2	5	Board must ensure that deadlines are met and that actions are being progressed.
4	Stretched staffing and resources mean toolkit and blog isn't progressed	3	3	Ensure that staff workloads are managed properly and EDI remains on top priority
	Content partner isn't identified/doesn't deliver	2	3	Ensure appropriate budget is allocated to pay content partner for their time. Ensure brief is clear and any work contracted.
5	Stretched staffing and resources result in inductions and handbook work isn't progressed	3	3	Ensure that staff workloads are managed properly and EDI remains on top priority – EDI KPI's assessed at each quarterly board meeting
6	Stretched resources mean EDI work is deprioritised	1	5	Board must ensure that actions are being progressed and EDI remains a priority - EDI KPI's assessed at each quarterly meeting

7	Stretched resources mean EDI work is deprioritised	1	5	Board must ensure that actions are being progressed and EDI remains a priority - EDI KPI's assessed at each quarterly meeting
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