

SCAN's Equalities Policy

"Listen, take experiences seriously and change. If it's broken, fix it."

SCAN Sparks Report on support for BPoC artists April 2022

Our Equalities policy supports our approach to Equality, Diversity and Inclusion as understood and delivered by this organisation. We use the catch-all term Equalities to mean an intersectional and embedded approach to EDI. Equalities are also vital to our roles in advocacy, sector support and partnership: with our membership, the wider cultural sector and with the people and organisations SCAN works with across society.

Note: As part of our current strategic review, we are updating all policies/strategies in winter 2022/23 to guide our work-plan and business planning in 2023-2025 and in 2024 will refresh these in light of Creative Scotland's new funding framework as we look to our future in 2025-28.

About SCAN

Scottish Contemporary Art Network (SCAN) connects and champions Scotland's contemporary art community. Our organisational and individual members work at the heart of communities from Shetland to the Scottish Borders and from East Lothian to the Western Isles. They include Scotland's leading galleries, artists' studios, workshops and production facilities and a highly skilled workforce of artists, art workers and creative thinkers. They sustain a network of free at the point of access galleries, community organisations and venues together with the workspaces, expertise and production facilities that support artists to pursue their livelihoods. These are responsive and flexible institutions that anchor local communities and open their doors and activities to their neighbours and visitors alike.

SCAN's Vision, Purpose and Strategic Aims

Scottish Contemporary Art Network's (SCAN) 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. We provide the forum, impetus and support for the sector to pursue knowledge sharing, networking, research, professional development and advocacy.

Our strategic aims are to

- 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 work

Legal Context

We recognise our legal duties under the Equality Act 2010 which covers nine equality strands which are known as protected characteristics. These are:

- Age
- Disability
- Gender reassignment
- Race / ethnicity
- Religion or belief
- Sex

- Sexual orientation
- Pregnancy and maternity (with regard to eliminating unlawful discrimination in employment)
- Marriage and civil partnership

Along with these 9 protected characteristics SCAN recognises the impact of socio-economic barriers, and factors such as educational background and geographical identities, both in the workplace and in access to participation in, and benefit from, the arts.

Institutional Context

The Visual Arts Manifesto

In 2017 SCAN developed the Visual Arts Manifesto with partners SAU and Engage Scotland.

As part of that manifesto SCAN made two commitments in relation to equalities:

- 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
- We pledge to take urgent action to create a visual arts sector that celebrates diversity and promotes equality of opportunity for all

The SCAN Manifesto

To implement these commitments, we regularly sense check the work we do, among the questions we ask of all our activities are the following:

- Does our work respect, and advocate for, workers' rights or professional working conditions in the sector?
- When we work do we understand and discuss the barriers to participation?
- Does our work celebrate diversity and promote equality of opportunity?

- Are we working with others to advance our intentions?

Strategic context

The Scottish government's National Outcome for Culture states:

"We are creative and our vibrant and diverse cultures are expressed and enjoyed widely"

The Scottish Government's Culture Strategy includes the following ambitions:

- Develop the conditions and skills for culture to thrive, so it is cared for, protected and produced for the enjoyment and enrichment of all present and future generations
- Value, trust and support creative people - for their unique and vital contribution to society and the economy
- Encourage greater openness and diverse cultures to reflect a changing Scotland in the 21st century
- Foster international collaboration and build on Scotland's reputation for cultural excellence

Policy Context

SCAN recognises that people with protected characteristics and those who experience socio-economic, or other, barriers are under-represented in the cultural workforce, especially in leadership roles. They face barriers to progression and experience systemic discrimination, marginalisation and minoritisation including (but not limited to) racism, ableism and gender discrimination in everyday lives.

SCAN understands and supports the findings of UK wide reports and research projects into equalities in the sector workforce such as the Panic Report, Culture is Bad for You and Creative Majority.

SCAN recognises that more data and up to date research in Scotland is required. Our most recent report on the demographics in the visual arts in Scotland was published in 2018.

SCAN accepts the five principles for action on EDI embodied in the Creative Majority report which are:

- **Ambition** reflects the need for EDI to be addressed by everyone, at every level, and put at the heart of business, funding and commissioning plans.
- **Allyship** provides the conditions for EDI to flourish and ensures all voices are heard.
- **Accessibility** provokes questions about who is not able to participate and why.
- **Adaptability** provides practical tools for the application of effective practices.
- **Accountability** promotes ways to ensure change happens, lessons are learned and shared, and actions are adapted accordingly.

Our Policy

SCAN is committed to challenging inequality in our work and in the wider contemporary art sector with an intersectional approach. We aim to ensure that:

- People are treated fairly, with dignity and respect regardless of their age, marital status, disability, ethnicity, faith, gender, language, social/economical background, being LGBTQI+, having any other Protected Characteristics
- All our audiences, partners, contractors and employees have the opportunity to fulfill their full potential when they work or engage with us
- We promote a diverse, inclusive and supportive environment for audiences, partners, contractors and employees and recognise the contribution made by individuals from diverse backgrounds and with a wide range of experiences.

SCAN will:

Work to create an organisational culture in which diversity, inclusion and equality of opportunity are promoted pro-actively, and in which discrimination is not tolerated. SCAN recognises the benefits of having a diverse and inclusive community of staff, board, freelance contractors, partners and audiences.

Listen to, and where appropriate use our advocacy, skills and resources to support, the voices of marginalised, racialised and minoritised artists, art workers and arts organisations.

Internal:

- Place equalities work at the heart of our governance and planning
- Ensure equalities obligations are enshrined in all our contracts and agreements
- Ensure the consideration of equalities and equalities impacts at all regular meetings, as a standing item, including board meetings
- Work with partners and contractors to ensure a diversity of voices
- Work to improve accessibility in all our public events
- Provide staff training and support
- Adapt and reflect on our work
- Be open and accountable about our progress

External:

- Place equalities work at the heart of our programme, partnerships and advocacy work
- Ensure that equalities obligations and ambitions are enshrined in our relationships with the sector and with partners in all the work we do
- Support others to deliver change
- Ensure that equalities obligations and ambitions drive our communications
- Work with team and partners to ensure we support and amplify diverse voices
- provide sector training and support

- Adapt and reflect on our work
- Be open and accountable about our progress

How will SCAN deliver its obligations and ambitions?

- SCAN will review and refresh our EDI Action Plan and update annually
- SCAN's workplan, programme and advocacy will reflect its equalities obligations and ambitions
- SCAN will review and refresh its complaints procedures and policies
- SCAN will work in partnership with people with lived experience to listen and learn

Who is responsible for this policy?

SCAN's Board of Trustees is responsible for ensuring we meet our legal obligations

SCAN's Staff Team are responsible for embedding the policy in their operational duties including recruitment and everyday work.

Staff working with partners contractors and audiences are responsible for maintaining and implementing the principles of the policy in their work and working relationships.

If you have any questions about this policy contact: info@sca-net.org with the words SCAN Equalities Policy in the subject header.