

The 1%: A systemic approach to inclusion in the arts sector A proposal from Inc Arts

About Inc Arts

<https://incarts.uk>

Inc Arts is a UK- wide collective of the UK's Black, Asian and ethnically diverse arts sector workforce.

We are a UK wide collective of ethnically diverse freelancers, small and large diverse-led organisations and sector specific membership organisations, working together to create peer-led solutions to redress the under-representation and lack of diversity within the UK's arts sector.

We champion the creative, economic and contractual rights of the UK's ethnically diverse workforce.

We do this through

- Developing and sharing innovative thinking around inclusion
- Conducting research and leading on advocacy
- Creating bespoke Equality, Diversity and Inclusion (EDI) solutions to arts organisations
- Providing a network of advice, support and fellowship to the diverse arts workforce, across all artforms and seniority, and throughout the UK

The background: ethnicity in the arts sector

Arts organisations that are led by BME and disabled people were less likely than other organisations to be successful when applying for Arts Council England's (ACE) National Lottery Project Grants last year.

BME- and disabled-led organisations are significantly more likely to fall at the first hurdle of application in 2018/19, being judged 'ineligible' by ACE before their applications could be assessed in detail.

16% of applications from BME-led organisations were ruled ineligible in 2018/19, compared to 10% of those which were not BME-led.

For disability-led organisations, the ineligibility rate was 15% compared to 11%.

There are no BME leaders in the top 20 funded arts organisations in the UK.

92% of ACE-funded organisations are white-led.

Arts Council England confirmed 51% of its funded organisations had 'met' their diversity targets in 2017/18¹

¹ ArtsProfessional, 2020

Why has the sector failed to diversify?

- Funded for projects, not long-term change

The project-based nature of our work leads to project-based initiatives and change programmes. This limits the ability to embed and sustain approaches.

- Artistic outcomes and behaviour-led approaches

We're often driven to make change through behaviour-led approaches: unconscious bias awareness, or anti-racism training.

What would it be like to add to this behaviour led change the cold hard facts of economic imperative? What if we were to use financial incentive to drive change?

A financially driven response to disadvantage and economic inequality

What would it look like if 1% of each budget line is exclusively dedicated to a **specific, measurable action** that builds diversity within the business?

What would our arts workplaces look like if, instead of it being an inactive 'standing item' on the boardroom agenda, it becomes an active part of business growth?

Inc Arts proposes

- That along each budget line in each organisation, a minimum of 1% of the budget line is exclusively dedicated to a diversity intervention – directly addressing ethnicity and disability.
- Each month, each person responsible for each line of budget, would report to the rest of the organisation on how that 1% has been activated.
- This would be 'peer-reviewed': monthly, by other departments who would vote on the efficacy of the spend, and quarterly, by 'buddying' with a diverse-led organisation who would review the activity, and decide on its effectiveness. This consultancy support by diverse organisations would *not* be permitted to come from the 1% budget.
- If the 1% spend is not dedicated to activity that adds ethnic and disability diversity to the business, then that department loses 1% of its budget.
- Departments would be permitted to defer, combine or 'carry over' this 1% no more than twice in the year, and couldn't combine it with other department areas more than once a year.

Peer reviewed

To make this work, departments would judge each other's 1% interventions, ensuring every department pulls its weight. And to take it further, organisations would 'buddy' with diverse-led organisations to provide regular scrutiny, supporting the organisation's ambitions and removing the weight of representation from diverse staff members.

What would this look like?

1% of a finance budget might be spent on training a black accountant, or changing to a diverse auditing team.

Fundraising teams might procure diverse-led organisations to create their sponsorship deck. Communications teams might choose to advertise with disabled news agencies.

Is 1% enough?

The 1% suggestion is a minimum, not a target. In particular in our cities, the provision should be reflective of the percentage of population diversity. 44% of London's workforce is diverse, so organisations may be required to provide a higher allocation.

The closer organisations come to reflecting the diversity of the city, the less need there will be for budget allocation:

For consideration

How might this look in your organisation?

What action might you take to close any logic loopholes, and ensure others commit as you do through financial commitment, and peer-led evaluation?

What action can you take right now to make it happen?

Amanda Parker, Inc Arts, June 2020