

## INC ARTS CHARTER

### ACKNOWLEDGEMENT:

We're a company comprised largely of people with privilege and who contribute to an industry that's actively failing our black and ethnically diverse talent/workforce. We're committed to educating ourselves and working with friends and collaborators to ensure our next steps are helpful, functional, intentional, and are in service of a community that has been historically and systematically underserved. As part of this, we choose to actively support their mental health by signing up to the Inc Arts charter.

### THE CHARTER:

1. We will make the mental health of our black and ethnically diverse employees and freelancers a priority that does not get lost as 'normal service resumes'.
2. We will do this by ensuring that every black and ethnically diverse employee, at the point of being hired/contracted, has a clear designated contact in the leadership team that they can approach to ask for a referral to Inc Arts.
3. We will do this by ensuring that such requests are treated with absolute confidentiality.
4. We will do this by letting our employees know that, should they not wish to speak to anyone on the leadership team, we hereby support them in self-referring.

### ANTI-RACISM PLEDGES:

In addition, we affirm that we are also committed to the following in our ongoing efforts to become an anti-racist organisation:

- The creation of a company action plan which is clearly communicated to everyone
- Yearly anti-racism training for all employees, boards and leadership teams
- A clear and confidential complaints procedure tailored to the needs of the black and ethnically diverse workforce, if one is not already in place
- The above to include a logging system that allows employees and freelancers to report micro-aggressions anonymously
- A regular quarterly update about how complaints are being dealt with and actioned
- The appointment of more black and ethnically diverse members to our board - who shall be responsible for areas other than diversity