for an
inclusive
arts
workforce

# More diverse boards, commissions and programming in arts & culture organisations after posting black square, says new research from Inc Arts

+ New report *A Year of Anti-Racist Action* reveals organisations made pledges on social media, increased diversity of boards, artistic commissions & main stage programming.
+ However, there was little change in senior leadership & wider staff.
+ Less ethnically diverse organisations still received 'strong' rating in CCD ratings.

**WEDNESDAY 2 JUNE 2021**—Today, Inc Arts released the report *A Year of Anti-Racist Action*, the results of a survey that asked over 100 arts and cultural organisations in the UK what change they'd made to diversity and inclusion since posting a 'black square' for George Floyd in May last year.

From the 81 respondents, Inc Arts found that most UK cultural institutions made commitments on social media to anti-racist action, commissioned more ethnically diverse artists, diversified their main stage programming, and increased the diversity of board members. However, there was little change to staffing in senior management and other levels.

The organisations approached for the survey include 100 of the leading Arts Council England National Portfolio Organisations (NPOs) and the 16 organisations directly funded by the Department for Digital, Culture, Media & Sport (DCMS).

The report comes shortly after Arts Council England released their 2019/20 Creative Case for Diversity. When comparing both datasets, CCD data revealed that in nearly half (42.2%) of the organisations surveyed by Inc Arts, less than 5% of those staff were ethnically diverse. Of that selection, another half (52.6%) reported no change to the diversity of their staff. Yet, the majority of these organisations (60%) were awarded a CCD rating of '*strong*'.

Overall, organisations were publicly committed to ethnic diversity:

- **60%** of organisations posted a 'black square' on social media in memorial to George Floyd;
- **79%** posted a pledge to anti-racist action on social media;
- **61%** updated or created an anti-racism policy for their organisation;
- **23%** published their anti-racism policy.

There were positive commitments to ethnic diversity in programming:

- **83%** increased their engagement with ethnically diverse talent through commissioning work from ethnically diverse creatives during lockdown;

- **90%** increased the ethnic diversity of their main stage programming for 2021 and beyond.

Boards became more diverse, though there was little change in the ethnic diversity of wider staff:
- **50%** saw an increase in the ethnic diversity of their board;
- **18%** saw an increase in the ethnic diversity of their senior management team;
- **34%** saw an increase in the ethnic diversity of their wider staff team.

Some responses to the survey:

- "Because of Covid we have contracted rather than recruited staff (there were no compulsory redundancies) hence the reduction in the diversity of the workforce. We have however used this as an opportunity to provide employment to freelancers and have been specifically offering work to a range of ethnically diverse individuals."

- "We didn't post a black square as we chose to set up the equality and diversity working group instead and focus on organisational change alongside of our expressions of solidarity with our communities and workers. At the time we felt that taking real action was more important than symbolism."

- "We also held an open discussion with our staff back in September 2020 where we discussed Black Lives Matter and what we want to do as an organisation to create a workforce that is representative of our local community."

The questions asked in the survey:

1. Did you post a black square on your social media channels?
2. Did you post a pledge to anti-racist action on your social media channels?
3. Have you updated or created an anti-racism policy for your organisation?
4. Have you increased your engagement with ethnically diverse talent through commissioning work during lockdown?
5. Have you increased the ethnic diversity of your board?
6. Have you increased the ethnic diversity of your senior management team?
7. Have you increased the ethnic diversity of your main stage programming for 2021 and beyond?
8. Have you increased the ethnic diversity of your wider staff team?
9. Have you seen a reduction in ethnic diversity in your wider staff team?
10. Have you seen a reduction of ethnic diversity in your senior management team?
11. Have you seen a reduction in the ethnic diversity of your board?

**Research from Inc Arts**

*A Year of Anti-Racist Action* forms a larger body of research conducted by Inc Arts in the past year, including: *Hold On: Diversity and Managing in the Arts*, a report that exposes inequalities in the arts exacerbated during COVID-19; and *Cultural Recovery Fund: Inc Arts' Snap Survey Findings*, a snap poll of ethnically diverse arts sector leaders.

**For more information contact:**

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**About Inc Arts UK**

Inc Arts UK is a national collective that champions the creative, economic and contractual rights of the UK's ethnically diverse workforce. We work collaboratively across the arts and cultural sector to create peer-led solutions to redress under-representation and lack of diversity in our creative teams and workplaces. We do this through research and advocacy, creating bespoke Equity, Diversity and Inclusion (EDI) solutions to arts organisations, and providing a network of advice, support and fellowship to the diverse arts workforce, across all art forms and seniority, and throughout the UK.


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