

ALMEIDA THEATRE

ACTIONS FOR CHANGE: ANTI-RACISM POLICY

INTRODUCTION

The Black Lives Matter movement has shone a light on global systemic racism within the theatre sector and beyond. At the Almeida, this has challenged us to reflect on our practice and galvanised us to accelerate the work we're doing to be actively anti-racist and to play our part in delivering progressive change within the theatre sector and our own organisation.

We know significant change is necessary to embed anti-racist practice at the Almeida and to improve representation of Black, Asian and ethnically diverse staff and freelance artists. We acknowledge the important conversations that we have held internally and externally with artists, staff and peers to get to this point. All of this is an essential part of on-going in-depth review through which we are listening and learning about the impact of racial discrimination. This discrimination is a direct consequence of the historically unequal distribution of power within the theatre sector and our own organisation. We intend to play our part in bringing about meaningful change to eradicate this. We recognise our past and specific failings, and look forward to participating in the industry-wide movement for change, working alongside our peers and colleagues to create a sustainable future for a more equitable theatre in this country.

We welcome continuing this dialogue and we will be working in partnership with Inc Arts throughout 2021 to help the Almeida on this journey.

STATEMENT

The Almeida commits to being an anti-racist organisation. The Almeida Board and Executive have committed to this as a core principle of our Equality, Diversity and Inclusion policy. This is part of our Actions for Change strategy to make the Almeida an inclusive and diverse organisation, representative of the community around us and a cultural home to all.

This Anti-Racism statement of intent and pledges below are our expression of visible change at the Almeida. Behind each pledge are actions and targets which form our internal Actions for Change (Equality, Diversity and Inclusion) strategy. These will move us closer to being the anti-racist organisation we aspire to be.

OUR ANTI-RACISM PLEDGES

- 1. We recognise the serious impact of racism that our staff and freelancers experience in society and specifically within the theatre sector. We commit to responding to this pro-actively with our peers to improve anti-racist practice across the industry and beyond.**
- 2. Our Board and Executive commit the Almeida to being anti-racist as an essential part of our equality, diversity and inclusion policy and practice, and integral to artistic policy and business strategy.**
- 3. We are reviewing our organisational processes to ensure they are fit for purpose so that everyone associated with the Almeida is able to challenge bias and dismantle systemic racism wherever it is encountered. This will take account of the need for confidentiality and anonymity, where required; additional oversight is provided by the Board's Equality, Diversity and Inclusion Committee.**
- 4. We are taking action to improve representation of Black, Asian and ethnically diverse people at the Almeida by setting new robust targets across our workforce, Board, programme and audiences. Some of these actions will have immediate effect whilst others will take longer to achieve. We commit to maintaining this focus in the long-term, including financial resource and staff time, as an organisational priority.**