

Culture and Communities Committee

10.00am, Tuesday, 16 November 2021

Update on the Cultural Strategy Diversity Programme

Executive/routine Wards Council Commitments	Routine All 2,15,46
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1. Recommendations

1.1 It is recommended that Committee:

- 1.1.1 Acknowledges the continued progress of the Diversity Programme through developing the network of ethnically diverse artists and creatives based in Edinburgh; and creating programmes, initiatives and opportunities that respond to the needs of the network;
- 1.1.2 Notes the partnerships developed with local arts, culture and community organisations with the aim of increasing visibility and representation of ethnically diverse artists and creatives, their work and narratives across the sector; and promoting the importance of diversity and inclusion principles in the workplace and in decision-making processes as well as creating pathways into balanced collaboration and co-curation;
- 1.1.3 Agrees further monitoring of the introduction and implementation of sector Diversity and Inclusion Plans and a review and potential revision of the general and organisation-specific Equalities Diversity and Inclusion (EDI) priorities;
- 1.1.4 Agrees to mainstream the Diversity Programme following the conclusion of the partnership funding agreement with Creative Scotland in March 2022; and
- 1.1.5 Notes that a final Diversity Partnership Programme Report will be prepared in April 2022.

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Executive Director of Place

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Update on the Cultural Strategy Diversity Programme

2. Executive Summary

- 2.1 Continued support has been provided to ethnically diverse artists and creatives since the commencement of the Diversity Officer's post with the Culture Service in September 2019.
- 2.2 This report is the second comprehensive update on the programme of activities and projects planned, developed and delivered with the aim of ensuring greater visibility and recognition of the diversity of people and narratives in Edinburgh's arts and culture sector. It has also increased cross-sector partnership working and dialogue surrounding diversity and inclusion in the arts and culture sector in Edinburgh.
- 2.3 Given the evident success of the programme to date, the report recommends that the Diversity programme is mainstreamed following the conclusion of the Creative Scotland partnership funding at the end of March 2022.

3. Background

- 3.1 The first update on the Cultural Strategy Diversity Programme was presented to Committee in [November 2020](#).

4. Main report

- 4.1 This update reports developments and activities undertaken in the delivery of the Cultural Strategy Diversity Programme since October 2020 and provides detailed information surrounding direct and online engagement with the programme stakeholders including ethnically diverse artists and creatives, culture organisations, community entities and partners such as Creative Scotland, Creative Edinburgh, Edinburgh College, Queen Margaret University, University of Edinburgh, the British Council, Arts and Business Scotland, consulates and embassies.
- 4.2 The Diversity Officer programme has been a partnership project with Creative Scotland. Therefore, Council funding has supported successful ethnically diverse work and communities over the last two years through both this partnership-funded post and its role in the delivery of our new mainstream flexible funding programmes

including two years of the Diversity and Inclusion fund, alongside recovery funding for local festivals and events.

- 4.3 The Diversity programmes of support have offered networking, exchange, collaboration and professional development opportunities for over 700 individuals and organisations who have attended monthly meetings, online gatherings and training sessions. They have also showcased work at an industry event as well as received funding, recruitment and project development opportunities via an email service and a social media group.
- 4.4 Meeting notes and solicited and unsolicited feedback from events, training sessions and meetings have been collated, and informed further activity planning and delivery. The information gathered has led to better understanding of the recipients' demographics and geographical representation across the city. Monthly and quarterly reports can be viewed at [Cultural Strategy Diversity Programme page](#)
- 4.5 The programme also provides guidance and training to local arts and culture organisations to support them in their efforts to create more diverse and inclusive boards, teams and working environments through the development and implementation of diversity plans and unconscious bias training. It has built platforms for dialogue and partnership working between ethnically diverse artists and creatives, arts and culture, and community organisations.
- 4.6 The Flexible Fund, of which the Diversity and Inclusion Grant Programme: Collaboration, Research and Development Fund was one of the named strands, was approved by Committee in [June 2019](#). An update on the selection of the fund recipients was shared with members in [May 2021](#) and can be found at Appendix 1. A summary of the activities of the programme is included in Appendix 2.
- 4.7 The Diversity Programme should be continued to ensure its long-term impact and further engagement with the independent artists and creatives as well as small, medium and large arts and culture organisations.
- 4.8 Having laid strong foundations for dialogue, networking and introducing new programmes and approaches promoting greater diversity and inclusion across the sector, the retention of the Diversity Programme would be instrumental to supporting the implementation of the Council's Business Plan and the Culture Service focus on Equalities, Diversity and Inclusion and well-being in the sector.
- 4.9 While focusing on the practical implications for increasing visibility and recognition of Edinburgh-based ethnically diverse artists and creatives, the programme connects with the Council's greater sectoral collaboration and partnerships principle and creates cross-sectoral connections with educational, international / diplomatic, and commercial entities.
- 4.10 Given the positive impact and benefits of the programme to date, it is recommended that the programme is mainstreamed, following the conclusion of the Creative Scotland partnership funding at the end of March 2022. The resources for this will be identified from within the Culture Strategy service budget.

5. Next Steps

5.1 The period to end March 2022 of the Cultural Strategy Diversity Programme will focus on:

Monitoring and Reporting;

- 5.1.1 2020 and 2021 Diversity and Inclusion Fund – liaising with grant recipients, monitoring the outcomes and delivery outputs and analysis of the funding impact on individuals, organisations and the local arts and culture sector;
- 5.1.2 First and Second edition of the Professional Development Training Programme – reporting on the programme outcomes and the impact of the governance programme on increasing representation across the sector; and
- 5.1.3 Review and revision of EDI guidelines and plans adapted by revenue funded organisations in dialogue with EDI and community engagement officers.

Projects and Programmes in Development

- 5.1.4 Industry conference gathering artists, creatives and legislators in partnership with Queen Margaret University – planning conference programme and activities aimed at exploring pathways to increasing representation of minority ethnic artists and narratives in the mainstream arts and culture programming and cultural provision in Edinburgh and beyond.
- 5.1.5 Third edition of the Professional Development Programme with the focus on creative practice and skills sharing is in development with the aim of providing greater collaboration and exchange opportunities as well as structural and business support to ethnically diverse individuals and organisations.
- 5.1.6 Future Now Collective of Young Artists and Creatives – supporting the development of a forum of young artists and creatives from all backgrounds to create structures that reflect the societal makeup of Edinburgh as well as exploring effective approaches to ensure all voices are heard and people represented. The forum would serve as an example of an inclusive and representative entity in the arts and culture sector that gives a voice to young artists and creatives that influences decision making and helps to shape directions of change and further development in programming, audience engagement and access. The forum could also act as an advisory group for consultation and input to programmes and projects going forward.

Communications and Consultations

- 5.1.7 Network of Artists, Creatives, Arts/Culture and Community Organisations – liaising with the network members, reaching out to new potential

partners and beneficiaries and consulting relevant groups on further plans and activities.

- 5.1.8 Online Directory of Edinburgh's Ethnically Diverse Artists and Creatives – developing a user-friendly tool that promotes local ethnically diverse artists and creatives and allows programmers, curators and other artists and creatives to access information on creative practice and contact details. This could also encourage greater collaboration and partnership across the sector.

Facilities

- 5.1.9 Rehearsal and Office Space – continued use of facilities at St Margaret's House and exploring further options and opportunities for accessing professional spaces by ethnically diverse artists and creatives.

6. Financial impact

- 6.1 The programme is co-funded by Creative Scotland with partnership resources of £50,000 over two years.
- 6.2 The Council costs are met from the Culture Service budget.
- 6.3 The activities outlined in this report are developed with the aim of supporting ethnically diverse artists and creatives towards further networking, collaboration and employability opportunities in the arts and culture sector. The funds are allocated towards individual, project and network development to ensure greater career progression and work development for the benefit of the artists and creatives, communities and the local arts and culture sector.
- 6.4 There is no financial risk associated with any of the activities.
- 6.5 The Culture Service currently allocates £33,600 for the programme, therefore a further £33,600 will be identified from within the Culture Strategy service budget for the programme to be mainstreamed.

7. Stakeholder/Community Impact

- 7.1 The activities outlined have been developed in response to the needs expressed by the ethnically diverse artists and creatives who attended the Ethnically Diverse Artists and Creatives meetings as well as a result of discussions with the arts and culture industry members and other stakeholders, including Creative Scotland, Creative Edinburgh, Edinburgh College, Queen Margaret University, The University of Edinburgh, EPAD, The British Council, Arts and Business Scotland, Edinburgh Art Festival, The Edinburgh Festival Fringe Society, Imagine UK, Awards for All Scotland, Community Shares Scotland, WHALE Arts Centre, Craigmillar Now, Magnetic North Theatre Company, Cutting Edge Theatre Company, SCO (Youth

Advisory Council), Take One Action Film Festival, Starcatchers, Prewired+ and Scottish Documentary Institute.

- 7.2 The programmes developed and delivered offer free access to facilities as well as professional networks and programmes. The Flexible Fund Diversity and Inclusion Grant Programme (£100,000) offered financial incentives to 115 individuals (artists, creatives, producers) and bring further development opportunities to 330 project beneficiaries / participants.
- 7.3 The second edition of the Professional Development Programme offered 120 individual places for ethnically diverse artists and creatives to participate in the governance, leadership, business, working internationally and film making training.
- 7.4 The activities developed promoting greater diversity, inclusion and representation across the arts and culture sector are in line with equalities policies implemented on the local and national level, including [Equality Act 2010 \(Specific Duties\) \(Scotland\) Regulations 2012](#), [The public sector equality duty in Scotland](#), [The Equality Act 2010](#), and [The equality, diversity, and rights framework 2017 to 21](#). The Flexible Fund Diversity and Inclusion Grant Programme was allocated as a result of the city's Culture Plan to deliver wider access to Council cultural funding opportunities and continues the Council's core role in ensuring Edinburgh is a city of creative opportunities. Our cultural activity and offer continues to be a crucial contribution to the city's success as an exceptional place to live and work.
- 7.5 Sustainability in the arts and culture sector is addressed and reflected in discussions and programmes developed as part of the programme plan.

8. Background reading/external references

- 8.1 [Diversity Officer Updates and Reports](#) (click on the document to scroll through to all updates)
- 8.2 [2020 Professional Development Programme Feedback Report](#)

9. Appendices

- 9.1 Appendix 1: Diversity and Inclusion Fund recipients May 2021.
- 9.2 Appendix 2: Summary of Activities.

Diversity and Inclusion Fund recipients May 2021

In line with the commitment to promoting ethnically diverse artists' and creatives' greater opportunities, visibility and representation across the arts and culture sector, the City of Edinburgh Council's Culture Service had allocated the remaining Diversity and Inclusion Fund resources to support freelance practitioners in collaboration, research and development as well as production projects.

This funding had been allocated as a result of the city's Culture Plan to deliver wider access to Council cultural funding opportunities and continues the Council's core role in ensuring Edinburgh is a city of creative opportunities. Our cultural activity and offer continues to be a crucial contribution to the city's success as an exceptional place to live and work. The City of Edinburgh Council's Culture Service is committed to promoting stronger collaboration, developing new partnerships and creating new funding streams for the culture sector in Edinburgh.

The Diversity and Inclusion (Collaboration, Research and Development) Fund was aimed at supporting independent artists and creatives who wished to further their creative activity in partnership with other freelancers and continue collaborations, develop new projects or promote individual practice via digital media.

Following the panel assessment meeting on 22 March 2021, the City of Edinburgh Council's Culture Service had released a further £10,000 towards six freelance-led collaborative projects submitted to the Diversity and Inclusion Fund (Collaboration, Research and Development) by ethnically diverse artists and creatives. Six creative projects across various art forms will support the artistic practice of theatre makers, dancers, poets and filmmakers based and/or working in Edinburgh.

Successful Projects:

- Jinling Wu together with Sean Wai Keung will continue their collaboration in exploring lived experiences of people of mixed heritage developing a screenplay based on Sean's poem 'The Proof' recently adapted for screen in the BBC Scotland's The Social series. [Grant award: £2,400]
- Flavia D'Avila, Catherine Bisset and Jaïrus Obayomi will partner with the Colonial-Era Caribbean Theatre and Opera Network to research stories and explore approaches to developing a solo theatre piece reflecting on the experiences of the Caribbean diaspora living in Scotland. [Grant award: £825]
- Lubna Kerr will examine stories of narcissism and childhood trauma for her new theatre play 'Bella and Max' developed in collaboration with director Kolbrún Björt Sigfúsdóttir and dramaturge Jen McGregor. [Grant award: £2,000]
- Priya Shrikumar, of Dance Ihayami, supported by director Niloo-Far Khan and dancer Anu Joseph will develop an interactive Indian dance performance inspired by a 1985 musical drama film 'A Chorus Line'. [Grant award: £2,500]

- Jian Yi will embark on a further development stage of their queerbodylove project 'Weathervanes' and receive support from a PoC-led producers' collective ID.Y led by Claricia Parinussa to create promotional material and undergo media training. [Grant award: £1,200]
- Lisa Williams in collaboration with Jeda Pearl Lewis, of Scottish BAME Writers Network will examine approaches to creating a digital platform for Caribbean-Scottish artists in Edinburgh showcasing the work of artists across the city. [Grant award: £1,075]

Project grants were awarded by an independent Panel consisting of Briana Pegado of Fringe of Colour, Harriet Mould of The Royal Lyceum Theatre, Sanjay Lago (Independent Practitioner) and Veronique AA Lapeyre of Craft Scotland/Zanana Project, as part of the City of Edinburgh Council Flexible Fund assessment and awards process.

Summary of Activities

Networking

Regular online meetings were reinstated from September 2020 following a period of Covid-19 lockdown and limited opportunities to engage with the network members in person. These meetings focused on reconnecting artists to their peers and other industry representatives. The meetings also allowed for engagement with other ethnically diverse artists and creatives as well as discussing programming practice, opportunities as well as diversity and inclusion plans across a variety of visual and performing arts organisations.

Regular quarterly meetings with the Council funded Strategic Partners were suspended due to the impact of the pandemic on the employment levels across all organisations. Online meetings with the revenue funded organisations and funders were reintroduced in May 2021 as part of the Professional Development Programme. The Diversity Officer provided support to revenue funded organisations and other arts and culture organisations regarding Diversity and Inclusion Plans developed by organisations in the interim.

[Edinburgh BAME Network Email Service](#) (currently 207 subscriptions, including artists and creatives, arts and culture organisations, and community venues and organisations) launched in December 2019. It has served as a platform for exchanging information on professional development training and career opportunities, board membership opportunities, funding opportunities, calls for project partnerships and engagement opportunities, and so on.

[Edinburgh BAME Artists and Creatives Facebook Group](#) (currently 493 subscriptions), launched in October 2019. It has served as a platform for members to share projects and ideas, promote engagement opportunities and better engage with one another.

‘Colouring In’ – online networking sessions: developed with co-facilitators and hosted between September 2020 and February 2021. These sessions offered an alternative format of informal, non-binding and relaxed creative sessions that provide participants with an opportunity to meet other artists and creatives from Edinburgh; reflect on their creative practice; and design a collective ethnically diverse artist profile.

Funding

Six research and development projects have been funded via the Culture Service Diversity and Inclusion Fund, which launched on 15 January 2021 with a deadline of 26 February 2021. The Fund created an exceptional opportunity to support development projects designed by ethnically diverse artists based in Edinburgh and provided a platform for increasing the visibility of diverse narratives across the industry. Awarded projects and artists are presented in [the Award Recipients Report](#).

The Diversity Officer has also supported the development of guidelines, devising assessment procedures, hosting information sessions, and facilitating feedback meetings for the [Local Cultural Festivals and Events Fund](#) and [Creative Community Partnerships Fund](#). Both funds have noted a considerable proportion of ethnically diverse applicants.

Performance and Engagement

[Edinburgh Multicultural Festival](#) hosted its second edition online between October 2020 and May 2021 producing 14 clips featuring 17 artists and ensembles sharing music, dance, poetry and animation. A detailed report from the delivery of the online programme can be found at [2020/21 Edinburgh Multicultural Festival Report](#).

The 2021 LIVE! Programme edition was hosted on 1, 2 and 3 October 2021 at Granton:hub, PASS Theatre (Edinburgh College) and Starbank Park (Newhaven). This year's festival offered creative writing and visual literacy workshops, poetry, dance and new work showcase events as well as intimate and outdoor music experiences curated with audiences across age groups, backgrounds and identities. The festival featured 35 visual and performance artists and a further 10 bands as well as eight filmed stories told by local artists and creatives reflecting on their artistic practice and living in Edinburgh available at the festival website. The festival also commissioned new work filmed as part of the project funded by Creative Scotland available at [Edinburgh Multicultural Festival YouTube Channel](#).

An Online Discussion Panel on Diversity in Arts and Culture at Edinburgh College formed part of Employability Week on 28 April 2021. This event was joined by ethnically diverse industry representatives addressed visibility and representation of ethnically diverse artists and diverse narratives.

Projects and Programmes

[The Council's 2nd Edition of Professional Development Training Programme](#) in Governance, Funding and Fundraising, Digital Marketing, and Public Relations and Communications for Ethnically Diverse Artists/Creatives based in Edinburgh opened for registrations in May 2021.

Freelance and associated facilitators representing Creative Scotland, Queen Margaret University, Awards for All, Community Shares Scotland, the Council (Culture Service), and Scottish Documentary Institute delivered 13 online workshop sessions.

In addition, four Networking Meetings were hosted to enable informal conversations between mainstream organisations such as Creative Scotland, Edinburgh Art Festival, the Edinburgh Festival Fringe Society, Imagine UK, Creative Edinburgh, EPAD, the Edinburgh International Film Festival, and Artlink. 112 attendees, some repeat, participated in the sessions and a further 48 received access to workshop materials as registered participants.

WHALE Arts Centre, Craigmillar Now, Magnetic North Theatre Company, Cutting Edge Theatre Company, SCO (Youth Advisory Council), Take One Action Film Festival, Starcatchers and Prewired+ expressed their interest in the second edition of the Governance and Board Membership Programme.

The online governance workshops participants will attend monthly one-hour group mentoring sessions to discuss any issues or insights arising from their first six months as board members.

The participants of the first edition of the Governance and Board Membership joined the boards of Capital Theatres, Just Festivals, North Edinburgh Arts, Edinburgh Printmakers,

and Out of the Blue. One of the participants was also tasked with establishing the Youth Advisory Board to the Board of Capital Theatres.

As part of the professional training offer, 16 ethnically diverse artists and creatives were offered free of charge access to Creative Edinburgh's 2021 [Raise Your Game – A Digital Skills Programme for the Future](#) workshops and mentorship programme.

A proposed legacy project promoting minority ethnic artists from EU countries providing an opportunity to creatively approach relations between Scotland and Europe was discontinued due to lack of funding.

The Diversity Officer supports the meetings of **The Edinburgh Colonialism and Slavery Legacy Review Group** which is tasked with drafting recommendations regarding statues and street names in Edinburgh with links to colonialism and slavery by assisting with drafting the safeguarding policy and public consultation to be published in late October 2021.

The Diversity Officer also attends the meetings of **Granton Waterfront** regeneration cultural strategy steering group delivering the further development of cultural activity in the area and providing more opportunities to local artists and creatives to ensure talent retention and increased and improved provision to local residents.

Facilities

Rehearsal Space at St Margaret's House (Edinburgh Palette) has been offered free of charge to BAME artists, creatives and organisations for booking between late October and late December 2021 following the easing of restrictions.