

# Culture and Communities Committee

10.00am, Tuesday, 26 April 2022

## Update on the Cultural Strategy Diversity Programme

Executive/routine	Routine
Wards	All
Council Commitments	<a href="#">2,15,46</a>

### 1. Recommendations

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- 1.1 It is recommended that Committee notes the:
  - 1.1.1 Conclusion of the Creative Scotland and City of Edinburgh Council Diversity Agent for Change Partnership project;
  - 1.1.2 Update on the programme provided within the report; and
  - 1.1.3 Integration of this programme into the Council's Cultural Partnerships and Strategy work programme moving forward.

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# Report

## Update on the Cultural Strategy Diversity Programme

### 2. Executive Summary

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- 2.1 This report marks the conclusion of the Creative Scotland and City of Edinburgh Council Diversity Agent for Change Partnership programme and provides an overview of the Diversity Programme. The report also provides an update on the developments and activities delivered by the programme since October 2021.

### 3. Background

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- 3.1 Updates on the Cultural Strategy Diversity Programme were presented to Committee in [November 2020](#) and [November 2021](#).

### 4. Main report

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#### **Programme Summary**

- 4.1 This report provides an overview of the Diversity Programme as well providing an update on the developments and activities undertaken in the delivery of the programme since October 2021.
- 4.2 The project has delivered direct and online engagement with 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.
- 4.3 The programmes of support have offered networking, exchange, collaboration and professional development opportunities for over 800 individuals and organisations who have attended monthly meetings, online gatherings and training sessions.
- 4.4 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.
- 4.5 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](#).

- 4.6 The programme has also provided 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.
- 4.7 Finally, the programme has built platforms for dialogue and partnership working between ethnically diverse artists and creatives, arts and culture, and community organisations.
- 4.8 The Flexible Fund, of which the Diversity and Inclusion Grant Programme was one of the strands, was noted by Committee in [February 2022](#). An update on the fund recipients can be found at Appendix 2.
- 4.9 A summary of the Programme Activities is included in Appendix 1.

#### **Programme Update – November 2021 to March 2022**

- 4.10 From November 2021 to March 2022, the programme has been focusing on:

##### **Monitoring and Reporting**

- 4.10.1 2021/22 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;
- 4.10.2 Continued review and revision of EDI guidelines and plans adapted by the revenue funded organisations;

##### **Projects and Programmes in Development**

- 4.10.3 Preparations for an industry conference gathering (in person and online) 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;
- 4.10.4 Third edition of the Professional Development Programme (May - September 2022) with the focus on creative practice, skills sharing and capacity building with the aim of providing accessibility support, partnerships development and network representation across the industry;
- 4.10.5 New Equalities, Diversity and Inclusion Policy and Action Plan for the Council's Cultural Venues and Museums and Galleries – assisting Cultural Venues and Museums and Galleries colleagues in providing legal review, designing approach and drafting the policy and action plan;

##### **Communications and Consultations**

- 4.10.6 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;

4.10.7 Continued work on the 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;

4.10.8 Continued work on the 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**

4.10.9 Free Rehearsal and Office Space at St Margaret's House. In the period between November 2021 and March 2022, 255 out of 273 available hours (93% capacity) were booked by artists and community groups. This access to the space on a weekly basis enabled arrangement for dance, theatre and music rehearsals as well as creative and community meetings; and

4.10.10 Free Rehearsal and Office Space at Southside Community Centre – new facilities (main hall and workshop space) have been offered from April 2022 to ethnically diverse artist to accommodate needs including rehearsals, events and production design.

## **5. Next Steps**

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5.1 The Diversity Programme will now form a core part of the Council's Cultural Partnerships and Strategy work programme moving forward.

## **6. Financial impact**

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6.1 The programme was initially co-funded by Creative Scotland with partnership resources of £50,000 over two years.

6.2 Allocated programme budget of £33,600 is managed within 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 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.

## 7. Stakeholder/Community Impact

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- 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 2020/21 and 2021/22 Flexible Fund Diversity and Inclusion Grant Programmes (£200,000) have offered financial incentives to 145 individuals (artists, creatives, producers) and created further development opportunities to over 1,248 direct project beneficiaries / participants and further estimated 5,000+ audience members.
- 7.3 The first and second edition of the Professional Development Programme offered over 250 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 [AMPLIFI](#): The Sounds of Modern Scotland at the Queen's Hall, a series of three music events supported by Creative Scotland and the City of Edinburgh Council, feature artists across the hip hop, R&B, electro, alternative, spoken word and acoustic music disciplines.
- 7.6 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

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- 8.1 [Diversity Officer Updates and Reports](#)

## **9. Appendices**

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9.1 Appendix 1: Summary of Activities.

9.2 Appendix 2: Diversity and Inclusion Fund recipients May 2021.

### 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 212 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 over 550 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.

#### Funding

**Twelve projects** have been funded via the Culture Service Diversity and Inclusion Fund, which launched in November 2021 with a deadline of 14 January 2022. 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](#), and listed below in Appendix 2.

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.

#### Projects and Programmes

The Diversity Programme's **Governance and Board Membership** continued following the delivery of [The Council's 2nd Edition of Professional Development Training Programme](#) in Funding and Fundraising, Digital Marketing, and Public Relations and Communications for

Ethnically Diverse Artists/Creatives based in Edinburgh between May and September 2021.

Eight online governance workshops participants attended 4 online introduction to governance training sessions and further 6 monthly one-hour group mentoring sessions to discuss any issues or insights arising from their interview with organisation and initial board membership period.

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 analysis of the public consultation to be published in late [March 2022](#). The statistical information review designed by the Diversity Officer can be found [online](#).

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 bookings since November 2021 following the easing of restrictions.

Further access to rehearsal, event and production design facilities have been offered at the Southside Community Centre since April 2022.

### **Diversity and Inclusion Fund recipients January 2022**

#### **2021/22 Diversity and Inclusion Fund – Award Recipients**

A total of 27 applications were received requesting support from the Diversity and Inclusion Fund and as such created a highly competitive process.

The budget allocation for this fund was £100,000 and the total budget ask of all applications was £244,522.71.

The projects submitted represented a variety of activities, including literature, dance and music workshops, community events, festivals, new music, dance or theatre productions.

The fund Assessment Panel comprised of Anthony Mills, Arusa Qureshi and Harriet Mould who met on 26 January 2022. All project proposals were reviewed using the outlined Project Concept, Partnership and Management Model, Community Engagement and Impact and Budget Planning.

The following recommendations for funding were made based on individual application assessment and panel discussion.

#### **Art Walk Projects in partnership with artist, researcher and programmer Natasha Thembisu Ruwona**

SALT: a live arts programme centred around black histories and ecologies in response to the climate emergency, as part of the 2022 Art Walk Party festival [Award of £9,800.00; Project Ward(s): Portobello].

#### **Craigmillar Now in partnership with visual artist Barbara Byahurwa**

An artist residency and programme of professional development and mentoring with the Craigmillar-based, Ugandan artist Barbara Byahurwa, supported by Craigmillar Now [Award of £5,000.00; Project Ward(s): Craigmillar].

#### **Edinburgh Printmakers in partnership with visual artists Paria Goodarzi and Francisco Llinas Casas**

Informed by evolving narratives and conversations, Alternative Tracks is a large participatory textile artwork developed collaboratively by refugee groups in Edinburgh using different printmaking techniques [Award of £9,948.00; Project Ward(s): Fountainbridge / Craigmillar / Granton / Pentland Hills].

#### **Gorgie Collective in partnership with graphic designer Mario Alberto Gonzalez Robert**

Aztec and Slavic Art and Film in Gorgie, multi-art-form project exploring folk art traditions from Mexico and Poland, facilitating the co-creation of public artworks with, by and for our diverse local community [Award of £9,898.00; Project Ward(s): Dalry / Gorgie].

**Grid Iron Theatre Company Ltd in partnership with playwright May Sumbwanyambe**

'The Illegitimate Offspring of the mad Dog', the researching and writing of a new site-specific history play, that increases the visibility of (*British-Jamaican radicalist and abolitionist*) Robert Wedderburn [Award of £10,000.00; Project Ward(s): Leith].

**Icky Arts CIC in partnership with drag and spoken word artist Rhys Hollis**

'OMOS', award-winning Black and Black LGBT artists shine a light on Scotland's untold Black history and reclaim the story themselves with an exhibition and workshops [Award of £10,000.00; Project Ward(s): City Centre].

**Intercultural Youth Scotland in partnership with Lost Tones Collective**

Scotland in Colour 2022 (SIC22), a ground-breaking event bringing together local groups and talents from Black and people of colour (BPoC) communities [Award of £5,000.00; Project Ward(s): Leith/Granton].

**Latin American Community Association of Edinburgh (LACAE) in partnership with costume maker Onisis Villarroel de Reddie**

'LatinA Fest', artist led workshops (dance, music, carnival costume making) for children, young people, and adults, culminating in a one-day celebration of 'all things Latin' [Award of £7,000.00; Project Ward(s): Dalry / Gorgie].

**Pianodrome CIC in partnership with musician Jose Rojas Navea**

"From the SUR", multidisciplinary project that explores and expands traditional elements of Afro-Latin American music and dances from South America in a non-traditional local setting [Award of £9,860.34; Project Ward(s): Granton / City Centre].

**St Mary's Cathedral (acting on behalf of Refugee, Asylum Seeker and Migrant Working Group) in partnership with visual artist Mousa alNana**

Outside IN, a week-long co-creation workshop and exhibition, led by Mousa alNana and Lawrence Darwish to create a new artwork on the theme of Outside In [Award of £7,820.00; Project Ward(s): City Centre].

**Starcatchers in partnership with performance maker Cynthia WS Cheung**

Festival Adventure - Research and Development exploring ideas for an early years performance piece based on festival traditions from around the world [Award of £10,000.00; Project Ward(s): Pentland Hills].

**Traditional Arts and Culture Scotland in partnership with producer, director, writer, storyteller and comedian Turan Ali**

Queer Folks' Tales, queer storytellers from a diverse range of backgrounds, ages and cultures share stories of LGBTQ+ lives, past and present. Surprising tales from rarely heard voices [Award of £5,673.66; Project Ward(s): City Centre].