

Culture and Communities Committee

10:00, Tuesday, 17 November 2020

Update on Cultural Strategy Diversity Programme

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| Executive/routine | Routine |
| Wards | All |
| Council Commitments | 2,15,46 |

1. Recommendations

- 1.1 It is recommended that Committee:
- 1.1.1 notes the 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 at workplace and in decision-making processes as well as creating pathways into balanced collaboration and co-curation;
 - 1.1.3 requires a Diversity and Inclusion Grant Programme report in Autumn 2021 and notes that the recipient projects will be monitored throughout the interim period;
 - 1.1.4 requires a Professional Development Programme outcomes report in Autumn 2021; and
 - 1.1.5 requires a final Diversity Programme Report including legacy outcomes and next steps in Autumn 2021.

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Update on Cultural Strategy Diversity Programme

2. Executive Summary

- 2.1 Since the commencement of the Diversity Officer's post with the Culture Service in September 2019, a series of activities and initiatives has been developed to best understand and respond to the needs and ambitions of local ethnically diverse artists and creatives.
- 2.2 These have offered networking, exchange, collaboration and professional development opportunities for over 200 individuals and organisations who have attended monthly meetings, online gatherings and training sessions. They have also showcased their work at an industry event as well as received funding, recruitment and project development opportunities via an email service and a social media group.
- 2.3 Meeting notes as well as solicited and unsolicited feedback from events, training sessions and meetings have been collated and informed further activity planning and delivery. The information gathered allows better understanding of the recipients' demographics and geographical representation across the city. A selection of quotes can be reviewed in Appendix 1.
- 2.4 The programme also provides guidance and training to local arts and culture organisations to support them in their efforts in creating more diverse and inclusive boards, teams and working environments. It has built platforms for dialogue and partnership working between ethnically diverse artists and creatives, arts and culture, and community organisations.
- 2.5 The Flexible Fund, of which the Diversity and Inclusion Grant Programme was one of the named strands, was approved by Committee in [June 2019](#). An update on the Diversity and Inclusion Grant Programme was included in the Culture Service Third Party Grants Funding Report at the Leadership Advisory Panel of [31 March 2020](#). Further updates on the selection of the fund recipients have since been shared with members in April 2020 and June 2020.

- 2.6 This report is the first 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.

3. Background

Diversity Officer Remit

- 3.1 The role was created to better understand the demographics, geographical representation and level of engagement of ethnically diverse artists and creatives with the culture sector.
- 3.2 It was established to provide support services to ethnically diverse artists and creatives through dialogue, networking, partnerships and further professional opportunities.
- 3.3 Since the commencement of the post, a holistic approach towards working with ethnically diverse artists and creatives, arts and culture organisations and communities as well as other stakeholders (funding, culture, education and international institutions) has been adopted. This is to ensure greater engagement and collection of insights from across the sector with the aim of achieving lasting change surrounding representation and visibility of ethnically diverse artists and creatives, their work and narratives.

The Equality Act 2010

- 3.4 According to the Equality Act 2010, the Protected Characteristic of Race means: person's skin colour, nationality, ethnic or national origin. The terms BME or BAME (Black, Asian and minority ethnic) people refers to people who are not White by the Census definition. It can also include people who would classify themselves under 'other White'. BAME people therefore include: Arabic people, Asylum seekers and refugees, Asian or Asian British people, Black (African/African Caribbean) or Black British people, Chinese people, People of mixed heritage, Travellers and Gypsies and 'other White' e.g. White Irish, Australian, French, Polish etc.

The Race Equality Framework for Scotland 2016-30

- 3.5 Bearing in mind historical and modern routes of migration to Scotland, local authorities share the responsibility of 'promoting inclusiveness and participation by making connections between minority ethnic communities, organisations and institutions involved in ...culture'.

Creative Scotland: Mainstreaming Equalities, Diversity and Inclusion (EDI) Report 2017

- 3.6 With the aim of developing, encouraging and supporting more diverse and inclusive programmes in mainstream arts venues, reaching out to minority ethnic audiences and participants in Scotland's most diverse cities, Creative Scotland partnered with the City of Edinburgh Council (CEC) to introduce a two-year Diversity Agent for Change programme.

The National Records of Scotland Statistics for Edinburgh, June 2019

- 3.7 Recognising the fact that Edinburgh's population has become more diverse in the last decade and a greater need for the arts and culture to embrace minority ethnic communities, both cultural and economic contributions of non-British and/or ethnically diverse residents should be valued and recognised when planning arts and culture activity for Edinburgh and beyond.
- 3.8 According to the National Records of Scotland, the population of Edinburgh was estimated at 509,000 in June 2019 with 18% of residents being non-British (11.6% European; 6.3% African, Asian and Other).

Meetings

- 3.9 Meetings with Ethnically Diverse Artists and Creatives; and with CEC funded Strategic Partners have been hosted by the Diversity Officer between September 2019 and February 2020.
- 3.10 These meetings allowed the Diversity Officer to collect feedback from artists and creatives to inform programme planning:
- 3.10.1 the level of visibility and representation in arts and culture programming and activities across Edinburgh which was considered unsatisfactory across mainstream arts and culture organisations and institutions; and
 - 3.10.2 access to career progression, professional development, exposure and funding opportunities for ethnically diverse artists and creatives in the local sector, which was noted as sporadic / insufficient.
- 3.11 Engagement with CEC funded Strategic Partners identified the following needs:
- 3.11.1 diversity and inclusion training in the workplace;
 - 3.11.2 opportunities to meet and access information about local ethnically diverse artists and creatives;
 - 3.11.3 greater diversity amongst management teams and boards; and
 - 3.11.4 long-term community engagement programmes that allow for developing lasting relationships with diverse communities.

4. Main report

- 4.1 This update report outlines developments and activities undertaken in the delivery of the Cultural Strategy Diversity Programme since September 2019 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.

Networking

- 4.2 Regular monthly BAME Artists and Creatives meetings were hosted between September 2019 and February 2020 to provide a safe space to address issues relevant to the experiences of minority ethnic creative practitioners based in Edinburgh. Such topics as limited access to funding and resources, unbalanced mainstream programming, limited professional development and career opportunities, (mis)representation of narratives in arts and culture, barriers to participation and access for minority ethnic audiences were discussed by attendees and informed further planning of activities at the CEC.
- 4.3 Regular quarterly meetings with the CEC funded Strategic Partners and training sessions for organisations promoting diversity and inclusion at workplace and in programming practice.
- 4.4 [Edinburgh BAME Network Email Service](#) (currently subscribed to by 198 members, including artists and creatives, arts and culture organisations, and community venues and organisations) launched in December 2019 has served as a platform for exchanging information surrounding professional development training and career opportunities, board membership opportunities, funding opportunities, calls for project partnerships and engagement opportunities, and so on.
- 4.5 [Edinburgh BAME Artists and Creatives Facebook Group](#) (currently subscribed to by 220 members) launched in October 2019 has served as a platform for the members to share their projects and ideas, promote engagement opportunities and better engage with one another.
- 4.6 ‘Colouring In’ – online networking sessions. These have been developed with co-facilitators, to offer 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

- 4.7 Nine BAME-led projects have been funded via the Culture Service Diversity and Inclusion Fund launched on 24 February 2020 with a deadline of 3 April 2020. The Fund created an exceptional opportunity to support BAME artists based in Edinburgh and provide a platform for increasing the visibility of BAME narratives across the industry. Awarded projects and artists are presented in [the Award Recipients Report](#).

Performance and Engagement

- 4.8 [Edinburgh Multicultural Festival](#) hosted its first edition in October 2019 at which it promoted more than 30 minority ethnic artists and ensembles, including poets, storytellers, musicians, dancers and visual artists. The festival is to continue creating a platform for local artists and communities to better engage through live events (also streamed live to online audiences) and outreach sessions in schools and community spaces. The 2020/21 edition is being planned with social distancing measures and increased online engagement in mind.
- 4.9 2019 Festive Gathering – Industry Showcase Event hosted at the Church Hill Theatre in November 2019. The event gathered BAME artists and creatives, arts and culture organisations’ representatives, funders, as well as local and national government officers. It provided a performance and display platform for 13 local creative practitioners (including poets, writers, musicians, vocalists, film makers, visual artists and theatre makers) and was commended for the opportunities it created for industry members to meet and engage with quality programme showcasing diverse talent in Edinburgh.
- 4.10 Discussion Panel on Diversity in Arts and Culture at Edinburgh College hosted by the Diversity Officer and joined by ethnically diverse industry representatives addressed visibility and representation of ethnically diverse artists and diverse narratives.

Projects and Programmes

- 4.11 [City of Edinburgh Council’s Professional Development Training Programme](#) in Governance, Business, Leadership, International Working and Film for Ethnically Diverse Artists/Creatives based in Edinburgh opened for applications in early August 2020. Over 50 free places have been offered to Edinburgh-based ethnically diverse artists and creatives to consider participation in bespoke professional development training sessions facilitated by local arts and culture industry representatives. It is worth noting as part of the governance training a board membership opportunity with Edinburgh’s arts and culture organisations will be offered to training participants. Capital Theatres, The Festival Fringe Society, The Lung Ha Theatre Company, Imagine, Edinburgh Sculpture Workshop, Edinburgh Printmakers, Dance Base, Drake Music Scotland and Just Festival have expressed their interest in the board membership initiative. Training participants will attend monthly one-hour group mentoring sessions to discuss any issues or insights arising from their first six months as board members.

- 4.12 As part of the professional training offer, ethnically diverse artists and creatives can access free of charge access to Creative Edinburgh's [Raise Your Game – A Digital Skills Programme for the Future](#) workshops and mentorship programme.
- 4.13 A legacy project promoting minority ethnic artists from EU countries providing an opportunity to creatively approach relations between Scotland and Europe. A collective of Scotland-based performance / visual / literary artists and creatives of European descent and other stakeholders jointly developed a multi-artform conceptual brief for an art piece to be performed / installed in Edinburgh by the end of 2020. The piece is to engage Edinburgh residents and visitors in reflection upon cultural ties between Scotland and Europe in a post-Brexit landscape. It is hoped this initiative will not only result in commissioning, producing and unveiling the work but also creating a network of European artists based in Scotland to further collaboration, exchange of ideas and ensure the visibility of the European arts and cultures is as prominent in a post-Brexit Scotland. Further funding is to be secured to ensure the commission is resourced to produce a quality work that engages residents, visitors and online audiences.

Facilities

- 4.14 Rehearsal and Office Space at St Margaret's House (Edinburgh Palette) offered free of charge to BAME artists, creatives and organisations. 70% of 198 hours available were booked between January and March 2020 by a variety of groups, including dancers, theatre practitioners, filmmakers and musicians. 95% of 248 hours available were booked between late July and the end of September 2020 with the requirement to follow social distancing measures as per government guidelines. It provides evidence that support from the CEC to facilitate ethnically diverse artists and creatives access to space / spaces to develop their work has been fundamental in supporting the artists and sustaining the work.

5. Next Steps

- 5.1 The second year of the Cultural Strategy Diversity Programme will focus on:
- 5.1.1 Monitoring and Reporting;**
- 5.1.1.1 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.
- 5.1.1.2 Professional Development Training Programme – reporting on the programme outcomes and the impact of the governance programme on increasing representation across the sector.

5.1.2 Projects and Programmes in Development

- 5.1.2.1 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.
- 5.1.2.2 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 best approaches to ensure all voices are heard and people represented. The forum is to 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 in the sector and shapes directions of change in programming, audience engagement and access at large. The forum would also act as an advisory group for consultation and input to programmes and projects going forward.
- 5.1.2.3 Ethnically Diverse Artists and Creatives in Residence – developing and generating funding to create residency opportunities for ethnically diverse artists at Edinburgh arts and culture organisations with the aim of increasing access to career development pathways and representation of diverse people and narratives in the sector.

5.1.3 Communications and Consultations

- 5.1.3.1 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.
- 5.1.3.2 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.

5.1.4 Facilities

- 5.1.4.1 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. The CEC budget and expenses are contained within the service budget. The activities 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 at large.
- 6.2 Culture Service budget commitment of £33,600 per annum of the project including resources allocated in 2018/19 planning towards the introduction of the post and related programme ambitions.
- 6.3 The Programme has a total committed budget (Sept 2019 – post commencement - to Sept 2021) of £117,200 including Creative Scotland Partnership resources of £50,000.
- 6.4 Total activity budget allocated since the start of the project in Sept 2019 to date (22 October 2020) amounts to £17,608.35. Costs include room hire, professional fees to artists, creatives, professional programme facilitators and catering. Further programme commitments in 2020/21 and 2021/22 include professional development programme fees, public art commission seed funding, rehearsal space hire, meeting costs, consultancy fees and industry conference.
- 6.5 Total budget committed to date £42,495.15 (excl. salary).
- 6.6 External partnership funding is required to deliver the European Artists Collective's commission project and artists residencies.
- 6.7 There is no financial risk associated with any of the activities.

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 BAME 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, The Queen Margaret University, The University of Edinburgh, The British Council, Arts and Business Scotland, consulates and embassies.
- 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 (£90,000) will offer financial incentives to 102 individuals (artists, creatives, producers) and bring further development opportunities to 315 project beneficiaries / participants. Further 13 artists who participated in the Showcase Event received fees for their performance or presenting their visual arts work.

- 7.3 The Professional Development Programmes offers 56 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 6-Month Meeting Report \(Sept 2019-February 2020\)](#)
- 8.2 2018 Edinburgh People Survey - Culture Update, Culture and Communities Committee [11 September 2018](#)
- 8.3 Culture Service Third Party Grants Funding 2019/20, Culture and Communities Committee [26 March 2019](#)
- 8.4 City-Wide Culture Plan Update 2018/19, Culture and Communities Committee [18 June 2019](#)

9. Appendices

- 9.1 Appendix 1 – Examples of feedback to Diversity Programme

Cultural Strategy Diversity Programme

Examples of feedback and comments from artists, creatives and partners:

Diversity and Inclusion Fund, Panel Member:

‘This is a resource for which we have been waiting 20 years’

Meeting at the WHALE Arts Centre:

‘The role is like a breath of fresh air that is much needed in the industry’

Industry Showcase Event at Church Hill Theatre, Attendee (Festivals Edinburgh):

‘This is just to say a big thank you for having me at yesterday’s event. I had a great time and thought it was very well delivered.’

European Artists Collective – Commission Brief Workshops, Participants’ Feedback:

‘Thank you so much for this opportunity. It was amazing working with you and all the inspiring European artists!’

‘I do appreciate all the effort that you have put into this workshop and the wonderful environment that you created for the fruitful conversations.’

Professional Development Programme, Panel Member:

‘This is an excellent idea. Everyone should take part in all training sessions!’

Comment made by one of the artists on the Facebook group:

‘It has been really lovely being a part of this group and connecting with other BAME Artists. I am moving back to NZ for a couple of years (...) but have taken a lot from this and hope to engage or set up something similar over there.’