A close up of a logo

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THG Anti-racism statement 2022

THG is committed to building an anti-racist organisation in the service of artists, audiences and the communities of East Devon.

THG understands the need to challenge ourselves and make organisational changes. We want our institution to draw on and reflect the full range of backgrounds and perspectives found in our communities and to reflect that diversity in our programme, management and our organisation in order to help effect change.

Our Actions

**People**

* Continue to review the diversity of our pool of freelance support, publishing the results.
* Review the diversity of art Artist Designer Makers in the shop and benchmark against national census data, publishing the results.
* Review the diversity of our volunteer team and benchmark against national census data, publishing the results.
* Provide unconscious bias and antiracism training for staff and volunteers.

It will be the responsibility of all staff to carry forward this agenda and we will not ask anyone with lived experience of racism to further this agenda.

**Programme**

* We are committed to creating engagement and learning opportunities related to issues on diversity, equity and inclusion through our programming.
* We will carry out a review of our programme detailing the protected characteristic of artists exhibiting in our main programme and benchmark against national census data publishing the results.
* We will continue to increase the diversity of artists represented in our programming and regularly review our progress towards this aim, with colleagues, peers and audiences.
* We will work with potential partners and funders to ensure their policy on anti-racism is compatible with ours.
* We will continue to ensure all marketing materials are inclusive and anti-racist.

**Policy**

We will support East Devon District Council to understand and address structural racism in the development of their policy using findings from Race Equality Audit, commissioned by Devon County Council’s (DCC) Leadership Group at the recommendation of the Lead Officer for Equality, Diversity and Inclusion (EDI).