



**Live Art
Development
Agency**

Equalities Policy

2021 update

Approved by Trustees in July 2021.

This policy has been updated by Megan Vaughan, Finance & Administration Manager, but all LADA staff have a responsibility to implement it across all our work and operations.

Reviews are undertaken annually, and compliance monitored by LADA's Board of Trustees.

If you have any questions about this policy or suspect it may have been breached, please contact pandp@thisisliveart.co.uk.

Founded in 1999, the Live Art Development Agency (LADA) is the leading organisation for Live Art in the UK. LADA is a specialised organisation providing practical support; offering opportunities for dialogue, debate, research and training; working in partnership with practitioners and organisations on programme initiatives; and developing strategies for increasing popular and critical awareness around Live Art.

LADA's approach to equality

LADA aims to exceeding the requirements of the 2010 Equality Act and ACE's Creative Case for Diversity. We are committed to responding to the complex needs of a diverse society and aims to enhance the involvement of artists, arts professionals and the public when considering 'protected characteristics' such as age, gender, race, disability, sexual orientation and other marginalised identity subject positions not identified in legislation, such as class and educational backgrounds. LADA will not disregard these characteristics, but will hold itself accountable for the constituency of its organisation, partners and other stakeholders, continuously and actively seeking to reject and redress imbalances of power, representation and resource distribution in its work.

This commitment is underpinned by LADA's core values in relation to issues of *difference and diversity*. LADA is committed to creating the conditions in which innovation, experimentation and risk can thrive, and developing new forms of public engagement and new discourses around the nature, role and value of contemporary culture. LADA particularly supports the most challenging artists, practices and ideas of contemporary

culture, including emerging artists, artists from culturally diverse backgrounds, and artists working around issues of social and environmental justice.

Some examples of the ways in which LADA proactively approaches these diverse needs and historically societal imbalances include:

- Fair and prompt pay to all those who contribute to LADA's activities
- When possible and appropriate LADA will offer assistance with travel, whether it be knowledge of transport, accessible parking or a chaperone/buddy scheme for those who feel particularly vulnerable or at need
- Heightened implicit and explicit opportunities to those who have been marginalised; particularly, a committed effort towards those applying and being shortlisted for employment posts and other opportunities, including artistic commissions; and a committed effort towards those employees to be trained and promoted while employed within the organisation

LADA works to ensure that all staff, partners, artists, collaborators and others it works with embrace notions of equality in both their artistic practice and working methodologies.

Staff and recruitment

LADA currently has a white workforce, something that perpetuates racial inequalities, underrepresentation and whiteness in Live Art. Our team does not reflect the lived experiences, and excludes the agency, of people of colour. We are acutely aware of our previous failures to recruit a more diverse and inclusive workforce, and the consequences of this for our work, those we work with, and our audiences.

While so much of our work is seeking to effect societal and cultural change, we know that if we don't also change ourselves and our own structures, we are part of the problem, not part of the solution. In working to support the dismantling of the structures of privilege and power that dominate UK culture, we also recognise that in order to effect meaningful change, LADA needs to address its own privilege and restructure and redistribute its power.

LADA's recruitment processes follow strict guidelines, which are implemented by Leadership, under the scrutiny of Trustees:

- All recruitment information packs will include a clear and understandable job description and person specification, and these will be used in the shortlisting process
- Person specifications will not place undue weight on formal qualifications, and will be encouraging of the multiple different routes that may be taken into Live Art careers
- Posts are advertised in a variety of locations, including online, in industry press, at job centres, and through LADA's multiple partners as appropriate
- All shortlisted candidates will be interviewed by a panel of no fewer than 3 people, including at least one ethnically diverse panel member

- Unsuccessful applicants have the right to receive brief written feedback on their application and/or interview when requested, and this will be provided in a timely manner

All LADA staff members and contractors have a right to:

- Fair practices and behaviour in the workplace
- Fair allocation of work
- Equal access to benefits and conditions
- A workplace that is free from unlawful discrimination, harassment or bullying
- Merit-based selection processes for recruitment and promotion
- Fair processes to deal with work-related complaints and grievances

As an employer, LADA has a responsibility to:

- Ensure that all current employment legislation is reflected within internal policies and procedures, and all employees are trained and equipped to follow it
- Ensure that all employees have equal opportunity to access training and advancement facilities, and no employee will be overlooked for training or promotion because of any marginalised identity subject position
- Make reasonable adjustments in the workplace to accommodate disabled staff members
- Ensure that no employee is paid any more or less than any of their colleagues who are equally qualified, equally experienced and performing the same role
- Advertise new roles and opportunities widely, and in accordance with LADA's recruitment guidelines (see above)
- Ensure that all employees have the same access to additional time off for the observance of religious holidays

Anti-racism

LADA is one of a huge number of organisations in the cultural sector which have failed artists and arts workers of colour – particularly those from Black communities. They have been rightly outraged by the gestures of solidarity shown to them by many cultural sector leaders in response to the urgency of the Black Lives Matter movement. So many artists and arts workers of colour now expect those in positions of power to say much while doing very little. That is a damning indictment and LADA is working actively to counter these ongoing imbalances of power throughout our organisation and across our sector.

In 2020, we undertook a root-and-branch review of our organisation and its role in perpetuating racism and racial injustice, in advance of recruiting new Leadership to our organisation. We commissioned specialist Black consultants to lead our process, opening up dialogues with ethnically diverse artists and arts workers, and holding specific space for Black artists and arts workers to contribute their experiences. We continue to diversify our Board, with specific targets to recruit new Trustees from Black African and Caribbean backgrounds. As part of this work, we have also made financial donations to Black-led organisations at the forefront of dismantling racial injustice, and LADA's staff team have undertaken a programme of self-directed study on white supremacy.

LADA is committed to undertaking the necessary work, and making the reparations required, to become a genuinely anti-racist organisation.

Access to our work

LADA is committed to increasing access to Live Art. All events held at the Garrett Centre are free to attend; LADA's resources, including our Study Room and online resources such as Live Online, are free to use; we ensure that any ticketed events we produce through partnerships are affordable to those on no or low wages; that our publications are affordably priced; and whenever possible, we make open, public calls for participation in LADA's projects and initiatives pursuing new channels to make sure that opportunities reach a wider pool of prospective participants.

The Garrett Centre, housing LADA's office and Study Room, is DDA compliant and accessible to wheelchair users. LADA's office and Study Room can be accessed by lift. LADA operates a policy of reasonable adjustment and will endeavour to meet any access requirements where possible.