

## CURIOUS SEED ANTI RACISM POLICY

This policy applies to all Curious Seed staff, Trustees, creative collaborators and freelance workers and anyone working on behalf of Curious Seed. The purpose of this policy is:

- to support our intention to become an anti-racist organisation and be clear what this means for the people we work with.
- to support our staff to create and embed anti-racist ways of working across all areas of our work.

The policy sets out the ways in which we will intentionally consider and address racism in the delivery of our projects, and within our organisation. We acknowledge that racism intersects with other forms of discrimination, and this policy should be read alongside our Equality, Diversity, and Inclusion Policy.

### POLICY STATEMENT

As a company of predominantly white employees, freelancers, and Trustees, we recognise our privilege and we acknowledge that institutional and systemic racism exists at all levels of society, including within our sector. We are committed to addressing barriers to working in the dance sector for people of colour and those who have lived experience of racism. We will embed an anti-racist approach to reduce the risk that work we do contributes to, or perpetuates, harm, bias and inequality.

We recognise that creating a truly inclusive and diverse culture is an ongoing process and we know we have a long way to go. We also acknowledge that the use of language around race and cultural identity is always evolving. We have chosen to use the term Black / Person of Colour (BPoC) at this time as our preferred term. We are committed to a process of ongoing anti-racist education, listening, learning, and unlearning, including reviewing language

### THE PRINCIPLES OF OUR PRACTICE:



## OUR APPROACH AND ACTIONS

### So far, we have:

- Senior management have participated in specific learning and dialogue sessions with external providers around anti-racism and inclusion, and resources for learning have been shared with staff. In 2021, we engaged in 8 x 3-hour Anti-Racism + Critical Whiteness Sessions with D/ecology; participants included the staff team, the Board and some of our regular freelance collaborators.
- Discussed anti-racism and our commitments at our annual Board Away Day and held this as a regular agenda item for board meetings in order that it remains an issue of importance at governance level.
- Contributed to the development of a new Young Audiences Group's Anti-Racism Charter; The Young Audiences Group (YAG) is a collective of arts organisations and individuals in Scotland making work with and for children and young people. This Charter sets out the YAG's commitments and actions to tackle racism in the sector; these commitments apply equally to the dance sector.
- Started the development of an Anti-Racism Action Plan which will sit alongside and interlink with our existing Equality and Diversity Action plan. This has been informed by our engagement with the [Inc Arts Unlock](#) programme, which gives arts organisations practical steps to take specific actions to interrogate their institutional and interpersonal structures, and will support us in embedding anti-racism within organisational policy and culture. This will continue to be reviewed and updated and is therefore never a 'finished document'.
- Ringfenced a minimum of 1% of funds from our annual budgets dedicated to anti-racist training and actions.
- Consulted with producing and advocacy consultants [ID.Y](#) on our ongoing anti-racism practice development, including the recruitment of a BPoC performer for our 2022 touring production and the creation of a support framework for BPoC collaborators.
- Engaged with the [Anti Racism Touring Rider](#) to design and implement a series of actions for anti-racist touring practice and create a framework for discussion and support before and during a tour.

### Going forward, we will:

- Review and update our Policy and Action Plan, with our board of Trustees on annual basis.
- Commit to uphold the principles and actions of the [Young Audiences Group's Anti-Racism Charter](#)
- Sign up to the Inc Arts - Arts Against Racism campaign due to be launched in September 2022.
- Continue to educate ourselves as an organisation on anti-racism, through facilitating opportunities for learning across our staff team and Board, and freelance professionals. The aim is for this to create a culture of challenge, reflection, and continued dialogue.

- Offer the provision of support from an external support practitioner for any BPoC freelance collaborators while in rehearsals, in production, on tour with the company, and as part of the debrief / exit process.
- Ensure that the full team on our projects and productions understand and uphold our anti-racist values and including training where appropriate.