

# SOLT & UK Theatre Inclusion & Anti-Racism Working Group: Terms of Reference



## Background

In response to the issues raised by the Black Lives Matter movement returning to prominence, it is imperative that SOLT and UK Theatre, as well as the wider sector, resets itself by removing systemic racism, and creating clear, actionable inclusion and anti-racism policies.

The many research projects and reports published over the last few years clearly demonstrate that there are barriers to entry to the industry, and that retention, career progression and pay parity are also significant issues for workers who are Black, from an ethnic minority, or D/deaf and disabled.

Each one of us is responsible for making changes - every organisation, every member, and every individual working in the sector. This work cannot be done on behalf of the sector by SOLT/UK Theatre, although as the sector trade body we can stimulate debate, provoke actions, challenge, highlight best practice and lead. The Inclusion & Anti-Racism Working Group must champion this stance.

## Objectives

In establishing a strategy UK Theatre and SOLT want to:

### Internal

- Ensure as organisations that we engage in a process of self-reflection and learning. This should be done in collaboration with our staff and all who work with us, but more importantly with those of lived experience from within the sector, and specialist consultants, who could provide relevant help and support.
- To robustly review our current working practices and ensure action is taken to create safe, inclusive anti-racist and anti-discriminatory working environments. This could include current recruitment practices, unconscious bias training, anti-racism training, and initiatives that significantly change organisational working cultures.
- Collect appropriate data to inform decisions and policy-making and be prepared to report on developments and results.
- Create and work to policies which aim to increase representation across all levels of the organisation, and which create safe working environments for all.
- Highlight existing resources, elevate best practice, and identify areas which are in need of greater attention.
- Commit budget to supporting this work and its development, where relevant.

### Members and wider sector

- Support members and encourage engagement with the movement, consisting of people with lived experience, including Black people, people of colour, and D/deaf disabled people who work in the sector – and those outside the sector who we are currently excluding.
- Provide training and other platforms to encourage dialogue, disseminate information and make change, which may include unconscious bias training, anti-racism training, and initiatives that significantly change organisational working cultures.

- Engage the theatre leadership (including Boards) in taking a proactive approach to the movement.
- Generate a sense of collective responsibility and empowerment in each workplace and across the industry, including with freelance, self-employed workers and visiting companies.
- Identify and develop practical industry-led interventions to deliver the strategy.
- Commit budget to supporting this work and its development, where relevant.

The Working Group will draw on the learning from other internal and external projects.

### **Purpose of the Working Group**

1. To ensure that all related initiatives involve people with lived experience (including Black people, people of colour and D/deaf disabled people) in their planning, construction and delivery
2. To guide the Boards on development and delivery of a strategy with measurable, reportable actions for the benefit of the sector.
3. To gather, interpret contextually and create appropriate actions in relation to data collected.
4. To endorse, signpost, collaborate and partner with appropriate external organisations.
5. To promote and share best practice and learnings from the sector.
6. To assist and support the executive team at SOLT and UK Theatre.

### **Reporting**

The Working Group to make recommendations to assist the Boards in developing their strategy and response.

### **Review**

The continued need for and role of the Working Group, and its terms of reference, should be considered annually, in a meeting during the last quarter of each year.

### **Working Group Members**

- The Working Group must have **at least two** representatives from each of the UK Theatre and SOLT Boards.
- The Board can **and should** appoint external members who have appropriate experience, whether from the theatre sector, the broader cultural sector, or other relevant specialists.
- The Working Group should include people with lived experience, including Black people, people of colour and D/deaf disabled people, as well as people representing other protected characteristics which could include age, gender reassignment, religion/belief, sex and sexual orientation.
- Regional/national diversity should also be included, as well as representatives from theatres, producers/production companies and self-employed.
- Working Group members should consist of both arts administrators/managers and creative/technical people.
- Attendance fees (and travel costs if relevant) should be offered for all participants

New Working Group members will be approved following discussion by the Boards.

All Working Group participants will be offered a fee for their attendance at each session, amount TBC, alongside travel fees, if relevant.

BSL sign-language interpretation will be offered for each session.

**Meeting Structure and Procedure**

The Working Group will be Chaired by participating members of the SOLT and UK Theatre Boards, or any Working Group member as determined by availability. This will be reviewed after 6 months.

The Working Group will meet up to four times a year and at other times, by exception if necessary, to the delivery of the programme. Other business and decisions will be conducted by email.

Meetings will be called by SOLT and UK Theatre, giving ideally one month but a minimum of one week's written notice to all members of the Working Group.

Decision-making will be based on a simple majority.

Minutes will be taken and shared with the Working Group.

The quorum will be whichever is the higher of 3 and 50% of Working Group membership.