



Crafts Council

Crafts Council commitments to diversity and inclusion

December 2020

Embed intersectional anti-racism across all Crafts Council activity and make it a key driver for informing and shaping the programmes

We acknowledge that our history, and the craft we have promoted, has reinforced white dominance in all our activities. We recognise that we exercise power and are the gatekeepers of craft. We will give space to others to take control. We will use our assets and position to enable this to happen – money, assets, programme, influence, audiences.

We will;

- Ringfence regular slots in the gallery programme, for Black, Asian and ethnically diverse groups to create content. Form long-term partnerships with organisations led by Black, Asian and ethnically diverse curators and leaders.

*For the Collection-based exhibition, *Maker's Eye*, we have commissioned Dr Christine Checinska to make a curatorial intervention. This will include the story of contemporary craft not told by the Crafts Council Collection, of making and makers of Black, Asian and ethnically diverse heritage and will be shown in the Crafts Council Gallery in 2021. Works have been selected and secured.*

- Develop a rolling programme of monthly social media takeovers by Black, Asian and ethnically diverse, curators, craft organisations and makers.

This has been rescoped as a series of quarterly residencies in our digital spaces for makers and collectives from mis-represented communities, including Black, Brown, LGBTQ+ and disabled makers. To commence in 2021/22.



- Prioritise work by Black, Asian and ethnically diverse makers' acquisitions to the Crafts Council Collection in the next two years to rebalance the current overrepresentation of White makers.

We are engaging with sector peers to discuss decolonisation of contemporary collections exploring a national working group for this or continue with broader working groups.

- Create professional development opportunities for emerging curators with an emphasis on diversity of voices.

Artisa Curatorial fellow Shai Akram will present the outcome of her fellowship on our website in early 2021. A call for the second fellow will take place next year and independent evaluation by Artisa Foundation is underway.

- Use the evidence from our Market for Craft research report to inform our strategic approach to increasing the diversity of the buying audiences for all craft businesses, including those at Collect.

For consideration in 2021.

- Evaluate our approach to participation work, developing a framework that prioritises anti-racism and is based on the principles of co-creation and sharing agency with communities. This will inform the relationships we develop as we open the Crafts Council Gallery.

Craft Participations for a New Landscape, 3 September: sessions on 'What does co-creation and community participation look like in the age of COVID-19?' and 'How can we build an anti-racist framework for craft participation in order to meet the needs of all communities?' with contributions from Rose Sinclair, Back Girl Knit club, Alix Bizet and Ibukun Baldwin.



We will improve how everyone can participate and engage with craft addressing the barriers facing Black, Asian and ethnically diverse groups

We recognise that we must take proactive steps to ensure all feel confident and able to engage with the Crafts Council. We will increase representation of Black, Asian and ethnically diverse people in our work.

We will;

- Work with our 2020 Clore Fellow to increase the diversity of makers represented on the Crafts Council Directory.

Omeima Mudawi-Rowlings will start her placement in January 2021 working mostly remotely to explore ways to improve our Directory offer so that it is more welcoming and accessible to deaf and hearing-impaired makers. This learning will be cascaded across the whole organisation.

- Seek more Black, Asian and ethnically diverse contributors to the magazine in 2020.

Since its relaunch in September we have confirmed Gus Caseley Hayford as a regular columnist, Namita Gupta Wiggers as an editor-at-large and the following new contributors:

- *Sept/Oct: writers Jareh Das, Danika Parikh, Shehnaz Suterwalla, Aram Han Sifuentes*
- *Nov/Dec: writers Jasmin Jones-Henry and photographer: Rio Blake*
- *Jan/Feb: writer: Nkgopoleng Moloji*

Some of whom have written more than once and contributed to website editorial.

For the website, we have also brought on a freelance digital editor, Jessica Klingelfuss, and our newest contributor is Ruth Terry.



- Continue to increase the proportion of Black, Asian and ethnically diverse makers taking part in our Talent Development programmes.

Crafts Council is the lead partner for the professional practice strand of an EU funded project 'Crafting Europe'. The funding enables 26 emerging craft businesses to undertake a programme of training echoed by 8 European partners.

This programme will be targeted at craft businesses who identify as Black, Asian or ethnically diverse, disabled or LGBTQ+. The team plan to connect with partners specialising in support of these makers to take the next steps with the programme development.

- Support and facilitate conversations around racism in the arts and higher education sector and decolonising the craft curriculum across educational phases.

The Future of Craft Education, 25 September: presentations from Michelle Codrington Rogers, Emily Gopaul and James Hunting for delegates to consider ways to develop an anti-racist approach to craft education.

- Work with a young person to develop a youth-led response to the Black Lives Matter agenda that will shape a long-term anti-racist strategy within our Young Craft Citizens.

We supported our paid Young Craft Citizens placement to organise an online meetup for young Black creatives, discussing issues faced and sharing advice and resources. We then supported her to successfully apply for funding to continue running the network until March 2021 and will also provide her with administration and technical help in running the meetings.

We will resource, monitor and evaluate our actions to ensure we are making a difference

We commit to continuing to educate ourselves, and ring-fence time and resources for every team member to educate themselves on social justice and racism; and ensure that we have the internal resources and systems to support this work.



We will:

- Recruit at least two additional diverse Trustees to the Board.

Yinka Ilori was appointed a Trustee of the Crafts Council in August 2020.

In October we advertised for Trustees on the CC website and through Trustees Unlimited, Girl Dreamer, Women on Boards and Charity Jobs to promote this opportunity. We have targeted a number of people relevant to the person specification and promoted it through the Tackling Racism group.

We received over 40 applications and shortlisted applicants who met our skills needs and would increase representation including from Black, Asian and ethnically diverse communities. Announcements will be made in the new year.

- Review the pool of freelancers we regularly work with to make this more representative and continue to review our recruitment processes.

We have introduced a Guaranteed Interview Scheme for applicants that identify as B/black, Asian or of ethnically diverse heritage and disabled applicants.

We have implemented an applicant tracking system to streamline our recruitment processes. This uses a standard application form to enhance the applicant experience and focus questions relevant to the role in order to remove unconscious bias from CVs.

- Strengthen our Whistleblowing and Complaints procedures to manage the anonymous reporting of prejudicial behaviour.

Completed.

- Review where we can create work opportunities; job shadowing; internships and work experience specifically for individuals from under-represented groups.

We continue to share job opportunities with organisations that focus on recruiting individuals from under-represented groups and ensure



that our recruitment panels are diverse. When we have not been able to have a diverse panel internally, we have engaged critical friends from outside the organisation to support us.

- Publish an annual report outlining our achievements and actions for the coming year with a six-month update.

Completed. This report represents the six-month update.

- Ensure our staff complete mandatory unconscious bias training when they join and continue regular updates for all staff.

All staff complete mandatory unconscious bias training when they join and continue regular updates for all staff.

We will provide leadership to the sector sharing best practice and continued learning around issues of anti-racism and inequality in craft

We recognise our responsibility to take a greater stand in challenging ourselves and the craft sector to promote anti-racism through our organisations and programmes.

We will:

- Provide an ongoing forum and platform for conversations about anti-racism in craft via our channels. This will include a commitment to promoting, sharing and amplifying the work of others.

We have held two further meetings to discuss how to continue the work and issues arising from the June Tackling Racism meeting. These sessions were facilitated by Amanda Parker of Inc Arts and include the proposal to create a Global Majority Branch supported by the Crafts Council. This will be progressed in 2021.



We have covered the following issues through Crafts magazine physical and online

- *A feature on the restitution debate written by archaeologist Danika Parikh*
 - *A feature on 'remaking the monument', explored how the public realm could better reflect complex and diverse communities – and looked at public sculptures by Yinka Shonibare, Yhonnie Scarce, Hew Locke, Simone Leigh and Shiraz Bayjoo*
 - *Christine Eyene wrote about the marginalisation of Black creatives in Britain*
 - *We interviewed a number of makers and educators on how the craft world can address its lack of diversity*
- Use our seat at tables external networks we attend, to challenge current practice and promote an anti-racist agenda within the sector.

We are members of the Creative Industries Council Diversity group and attend Kings Cross Knowledge Quarter diversity group meetings.

- Work with Craft UK our network of craft organisations across the country to commit to a diversity and inclusion charter in 2020.

We have created a working group to explore actions the Craft UK network could take to improve diversity and inclusion. Two meetings have taken place so far.

- Continue to work with Dr Karen Patel (Birmingham City University) and Nicola Dillon (Kingston University) on their research and identify actions CC can take.

Crafts Council contributed to Dr Karen Patel's 3x Birmingham City University/ SteamHOUSE workshops, in November, with black makers and academics to develop policy recommendations to address the lack of diversity in craft. CC will co-host an event in February to disseminate findings and seek to integrate policy recs into CC plans.

The Kingston University PhD has been paused for this semester.