

Equalities, Diversity and Inclusion Roadmap

Prepared November 2021

Equalities, Diversity and Inclusion (EDI) Roadmap 2021-24

YEAR	PRIORITY 1	PRIORITY 2	PRIORITY 3	PRIORITY 4
2021/22	<p>Strategic direction</p> <p><i>Schedule: Dec 2021 – Mar 2022</i></p> <ul style="list-style-type: none"> • Measure/Evaluate: Key Performance Indicators (KPIs) agreed by EDI Working Group and Senior Management Team (SMT) for Priority 2 and 3 (Nov 2021) • Transparency: Create and publish Craft Scotland policy and roadmap (priorities). (Deadline: 30 Nov 2021) • Workforce: Increase Board representation of those with lived experience of being a Black, Asian, Mixed Heritage and Person of Colour, D/deaf and/or disabled aligned with our strategic priorities. (Deadline: 31 Mar 2022) • Measure/Evaluate: EDI Working Group creation, regular meetings (2-4 annually) and review progress. (First review: due Late-Mar 2022) <p>Benefits: Creates, maintains and monitors an inclusive, equitable, innovative and resilient culture, work environment and programme.</p>	<p>Widen access to Craft Scotland offerings. Focusing on improving communications to be more accessible for a broader range of needs.</p> <p><i>In progress: Mar 2022</i></p> <ul style="list-style-type: none"> • Conduct accessibility audit across “user journeys” offline/online (in progress) • Focus on widening access to Craft Scotland open call opportunities (in progress). • Ensure criteria and artistic policy are transparent (in progress) • Create EDI Checklist for Projects/Events • Create plan for implementation • Announce & monitor <p>Benefits: Wider participation in Craft Scotland’s activities will promote increased social cohesion, community engagement, create sustainable craft careers across backgrounds and create a more equitable sector. Solutions will become standard practice across organisation.</p> <p>Targets: Agreed by EDI Working Group and SMT (Nov 2021)</p>	<p>Collective learning/development and building networks</p> <p><i>Schedule: Jan 2021 – Mar 2022</i></p> <ul style="list-style-type: none"> • Create and implement a pilot learning and development programme for team, advisory group, Board, participants, partners and sector • Create a Community of Practice for craft orgs and key individuals. Also, continue UK/Ireland/international conversations and networking <p>Benefits: overarching objective is to equip team/sector with core competencies which enable them to embed equality, diversity and inclusion considerations in their day-to-day practice. Additionally, we also recognise our position within the sector and leading collective opportunities for reflection, learning and networking will create a more inclusive, sustainable and equitable sector.</p> <p>Targets: Agreed by EDI Working Group and SMT (Nov 2021)</p>	<p>Embed Equalities, Diversity and Inclusion within Programme</p> <p><i>Deadline: Mar 2022</i></p> <ul style="list-style-type: none"> • Representation: continue commissioning interviews featuring underrepresented groups on the Craft Journal (in progress) • Increase representation of underrepresented groups within our selection panels, talks programmes and workshop leaders (in progress) <p>Benefits: Representation matters because it can shape how marginalised groups are viewed by society, the craft sector and how they view themselves. Important for developing future generations of craft talent and audiences. Creates an equitable sector by providing paying opportunities to a wider group of makers/industry professionals/freelancers.</p> <p>Targets: Agreed by EDI Working Group and SMT (Nov 2021)</p>
2022/23	<p>Strategic direction</p> <ul style="list-style-type: none"> • Future targets: Agreed annually by EDI Working Group and SMT (Late-Mar 2022) • Measure/Evaluate: EDI Working Group to review progress two times a year (Aug 2022 and Late-Mar 2023) 	<p>Leadership: Effect change within our organisation and the sector</p> <ul style="list-style-type: none"> • Fundraise for a sector changemaker / agitator specialising in one area (disabilities/anti-racism action), this would be a new part-time role hosted within Craft Scotland, with small programme budget. (Funding will need to be secured by Apr 2022) • Changemaker to continue and build on learning and development programme for team, advisory group, Board, participants, partners and sector. (Deadline Mar 2023) 	<p>Embed Equalities, Diversity and Inclusion within Programme</p> <ul style="list-style-type: none"> • Representation: continue commissioning interviews featuring underrepresented groups on the Craft Journal • Increase representation of underrepresented groups within our selection panels, talks programmes and workshop leaders • Secure 1-3 dedicated places at COMPASS Emerging Maker Programme with lived experience of being a Black, Asian, Mixed Heritage and Person of Colour, refugee, D/deaf, disabled, working class and/or LGBTQIA+ (Deadline Mar 2023) 	

	<ul style="list-style-type: none"> • Transparency: Publish progress annually on website. (Due Nov 2022) • Workforce: Priorities (tbc) <p>Benefits: Creates, maintains and monitors an inclusive, equitable, innovative and resilient culture, work environment and programme.</p>	<ul style="list-style-type: none"> • Continue Community of Practice <p>Benefits: Changemaker will take creative action to solve a social problem. A critical friend to the sector, they will inspire and support the organisation/sector to implement innovative activities/programmes, design and deliver a thoughtful learning and development programme in their specialist area, bring in their networks and knowledge and help us create new partnerships for this year and beyond.</p> <p>Benefits: overarching objective is to equip team/sector with core competencies which enable them to embed equality, diversity and inclusion considerations in their day-to-day practice creating a more inclusive, sustainable and equitable sector.</p> <p>Targets: Agreed annually by EDI Working Group and SMT (Late-Mar 2022)</p>	<p>Benefits: Representation matters because it can shape how marginalised groups are viewed by society, the craft sector and how they view themselves. Creates an equitable sector by providing paying opportunities to a wider group of makers/industry professionals/freelancers.</p> <p>Targets: Agreed annually by EDI Working Group and SMT (Late-Mar 2022)</p>
2023/24	<p>Strategic direction</p> <ul style="list-style-type: none"> • Future targets: Agreed annually by EDI Working Group and SMT (Late-Mar 2023) • Measure/Evaluate: EDI Working Group to review progress two times a year (Aug 2023 and Late-Mar 2024) • Transparency: Publish progress annually on website. (Due Nov 2023) • Workforce: Priorities (tbc) <p>Benefits: Creates, maintains and monitors an inclusive, equitable, innovative and resilient culture, work environment and programme.</p>	<p>Leadership: Effect change within our organisation and the sector</p> <ul style="list-style-type: none"> • Fundraise for a new sector changemaker specialising in area not covered by previous year from 2022/23 (disabilities/anti-racism action) and provide programme budget. (Funding will need to be secured by April 2023) • Changemaker to create and implement a learning and development programme for team, advisory group, Board, participants, partners and sector (Deadline March 2024) • Continue Community of Practice <p>Benefits: Changemaker will take creative action to solve a social problem. A critical friend to the sector, they will inspire and support the organisation/sector to implement innovative activities/programmes, design and deliver a thoughtful learning and development programme in their specialist area, bring in their networks and knowledge and help us create new partnerships.</p> <p>Benefits: overarching objective is to equip team/sector with core competencies which enable them to embed equality, diversity and inclusion considerations in their day-to-day practice creating a more inclusive, sustainable and equitable sector.</p> <p>Targets: Agreed annually by EDI Working Group and SMT (Late-Mar 2023)</p>	<p>Embed Equalities, Diversity and Inclusion within Programme</p> <ul style="list-style-type: none"> • Representation: continue commissioning interviews featuring underrepresented groups on the Craft Journal • Increase representation of underrepresented groups within our selection panels, talks programmes and workshop leaders • Secure new project partner with a dedicated focus. Partner will have strong track record of impactful projects in disabilities/anti-racism action (Deadline Mar 2024) • Secure 1-3 dedicated places at COMPASS Emerging Maker Programme with lived experience of being a Black, Asian, Mixed Heritage and Person of Colour, refugee, D/deaf, disabled, working class and/or LGBTQIA+ (Deadline Mar 2024) <p>Benefits: Representation matters because it can shape how marginalised groups are viewed by society, the craft sector and how they view themselves. Creates an equitable sector by providing paying opportunities to a wider group of makers/industry professionals/freelancers.</p> <p>Targets: Agreed annually by EDI Working Group and SMT (Late-Mar 2023)</p>

About

Craft Scotland is the national development agency for craft.

We put makers at the heart of all we do, championing diverse and high-quality contemporary craft.

We help people learn about, appreciate and buy craft, promoting the contribution of craft to Scotland's cultural, economic and social well-being.

Through our exhibitions and events programmes, digital platforms and strategic partnerships, we provide leadership for the sector.

We create opportunities for makers to develop their creative and business practice, and to exhibit and sell work in Scotland and beyond.

Scotland has a proud history of making and its skilled makers have a well-deserved international reputation.

Makers are using traditional and cutting-edge techniques across a wide range of practices including; ceramics, glass, metalwork, textiles, basketry, furniture and jewellery.

Their creativity supports Scotland's economy and its international reputation for Winnovation and entrepreneurship.

We are a registered charity supported by Creative Scotland.

Craft Scotland

Studio 6, Castle Mills

2 Gilmore Park, Edinburgh EH3 9FN

www.craftscotland.org

hello@craftscotland.org

+44 (0)131 357 3288

