



South West Fed Anti-Racism Statement

In Summer 2020, we confirmed our support for the Black Lives Matter movement and took a public stand against racial injustice and oppression with organisations from across the heritage and culture sector. This statement confirms our commitment to act decisively to promote inclusivity, diversity and equal opportunities within our organisation and across the sector.

We are conscious that people of colour are underrepresented within our board and public programme and, potentially, within our membership. We are prioritising our work to positively change this situation. We are committed to updating our members and supporters with our progress and if we make mistakes, we will acknowledge them and work hard to do better. We will continually review and test our progress to enable ongoing flexibility and regular changes to our approach as may be needed.

The global Black Lives Matter movement has highlighted the long-known fact that systemic racism is deeply ingrained in our society and change is long overdue. Public organisations including the South West Fed have a responsibility to play a crucial role in promoting anti-racism and we are committed to actively building a more tolerant, inclusive, equal and empathetic culture within our sector.

We are taking some immediate steps to tackle racism within our board and programme:

- Taking positive action to diversify the Board
- Reviewing board recruitment practices to ensure inclusivity, wide communication and an approach that welcomes people from ethnic minority groups
- Launching new Equal Opportunities and Climate Change Policies to confirm our commitment to change with specific references to our commitment to anti-racism
- Diversifying our programme to ensure a wider representation of speakers, case studies and audiences
- Creating a small working group within the Board who are responsible for driving and monitoring progress



Created December 2020

Some comparators:

- The Association of Museums
<https://www.aim-museums.co.uk/helping-organisations/aim-hallmarks/>
- <https://www.culturecentral.co.uk/mtam/>
- <https://incarts.uk/%23cultureneedsdiversity>
- Somerset House
<https://www.somersethouse.org.uk/anti-racism-pledge>
- Culture&
<https://www.cultureand.org/news/black-lives-matter-charter-for-the-uk-heritage-sector/>