

Equality, Diversity and Inclusion Policy

Introduction:

not/nowhere (n/n) is a Black-led, East-London-based artist-workers cooperative. Our mission is to serve Black, Asian and Ethnically Diverse (BIPOC) artists across all stages of their professional development, fulfilling the gaps in resourcing, training and platforming.

not/nowhere is committed to maintaining and further developing a diverse and inclusive workplace and is committed to having a team bringing together individuals with diverse skills, experiences and abilities. We particularly welcome the inclusion of those from BIPOC, Lesbian Gay Bisexual Trans Queer and Intersex (LGBTQI+), and Disabled groups currently under-represented within contemporary art and film.

not/nowhere is committed to promoting equality practices. We engage all cooperative members in activities designed to feedback on, identify and rectify structural bias within our working practices. These mechanisms are outlined within the Equality, Diversity and Inclusion Policy, which is reviewed and updated annually by the Co-directors and the Advisory Board of Trustees, with contributions from cooperative members and workers.

not/nowhere comprises one lab and studio space. Access to the space is step-free through a street-facing entrance. We have an accessible toilet available on site. Currently, some of our darkroom facilities have barriers to access. We are taking steps to resolve these barriers. We will endeavour to provide adjustments where possible.

We are actively working to improve the accessibility of our website and social media to meet the guidelines set out in the Double-A of the World Wide Web Consortium W3C. Digital platforms are under ongoing review in the forthcoming year.

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1. **Purpose of the policy**

This policy seeks to clarify not/nowhere's understanding of and approach to 'equality, diversity and inclusion'.

- 1.1. It provides a clear statement of principles in relation to not/nowhere's vision and remit.
- 1.2. It outlines the cooperative's duty to comply with relevant legislation and other statutory requirements. It makes public its commitment to go beyond basic compliance wherever possible to improve the delivery of equality and diversity in the workplace and our engagements. It outlines the behaviours and values that cooperative members must demonstrate to make this a reality.
- 1.3. The Policy should be considered alongside not/nowhere's articles.

2. **Commitment**

Whether a cooperative member, worker, or participant, we aim to ensure within the cooperative that:

- 2.1. A person's individual characteristics are respected and catered for, and people are treated equally, fairly and with respect so that everyone has equal access to the same opportunities and wellbeing.
- 2.2. Our policies are underpinned by the following legislation:
 - Equal pay Act 1970
 - The Equality Act 2010 and Public Sector Equality Duty
- 2.3. not/nowhere is committed to providing a learning, working and social environment in which all its members' rights and wellbeing are respected and free from prejudice, intimidation and all forms of harassment, including bullying. We seek to ensure that no one suffers, either directly or indirectly, due to discrimination.

3. **Communication of this policy**

All members and workers of the cooperative will be made aware of this Policy and given a copy of the Policy upon joining us.

4. **Responsibility**

The overall responsibility for implementing and monitoring the effectiveness of this policy rests with the cooperative Co-directors and Advisory Board Trustees.

5. **Our approach to delivering equality and inclusion**

The cooperative's objectives are:

- 5.1. n/n is primarily concerned with politicising black artists and artists of colour already working in the systemically racist British arts/culture workforce. We work to redress power imbalances for those who have already chosen to work in the arts.
- 5.2. n/n operates on the economic frontline of racial justice within the arts, working to dismantle the myth that artists should, for esteem, inclusion, and visibility, participate in unpaid institutional work.
- 5.3. We commit to offering paid work across teaching, administrative roles and exhibiting opportunities and to nurturing politicised and economically self-sufficient black artists and artists of colour.

6. **Community Commitment:**

As a cooperative, we recognise that we have internal work to do to ensure that we are circulating our activities, opportunities, and resources to the core communities we aim to encompass. This work involves making ourselves known through our extended contacts and networks and using existing networks to ensure that we are broadly known to black artists and artists of colour.

- 6.1. We want to ensure the subscription and, in turn, participation, membership, directorship, and trusteeship are continually reflective of the community we are invested in. Furthermore, we are conscious of looking beyond the artists that we individually know as cooperative members and have engaged as a cooperative.
- 6.2. We commit to an open process of hiring people so that anyone who wishes to can apply or have a conversation with us.

7. **Conduct**

You must respect our values and all community members to be invested and involved in not/nowhere. not/nowhere is invested in its community, with attention to black artists and artists of colour. Racism, homophobia, transphobia, sexism and misogyny, ableism, and xenophobia have no place in the cooperative. Any person found to be discriminatory in any way will be brought to mediation and may be expelled from the cooperative.

7.1. What we won't tolerate:

7.1.1. Defamation, abuse, harassment, threats or otherwise violations of others

7.1.2. Offence or discrimination against others, including but not limited to direct discrimination based on physical and personal characteristics, indirect discrimination, pregnancy and maternity discrimination, disability discrimination, harassment, sexual harassment, and victimisation.

8. **Feedback and Evaluation**

Regular review and feedback from peers, audiences and stakeholders fortify our ongoing learning around the Art Council England's Case for Change, ensuring creativity is valued at every stage of people's lives. We seek to drive changes within the broader sector as a core practice of our diverse organisation.

8.1. Feedback is given by participants in our workshops and is monitored to shape and improve our programme. We collect data on participants' demographics to ensure we reach the people outlined in our vision, mission and values. Our objective is to make sure that our activities are driven by the needs of members and users while also maintaining an ethical data collection practice.

8.2. We hold reviews every 6 months amongst directors and workers of the cooperative to share feedback on the quality of work, governance and work environment. We also seek feedback from our workers on our operations and practices through an annual paid peer review of the cooperative's articles.

8.3. We solicit participant evaluation after 100% of workshops. We collect responses and feedback after events where appropriate.

9. **Accessibility**

Our commitment to accessibility:

- 9.1. We have increased accessibility to our programmes by developing multiformat instruction guides, presented as text and video. We use Zoom Live Transcription to maximise accessibility to digital workshops.
- 9.2. In January 2020, we joined the UK's Disability Confident Employer scheme.
- 9.3. In February 2022, we moved to a new facility with step-free access and adequate passage for multiple wheelchair participants.

10. **Inclusion-based Activities and Initiatives**

Our commitment to inclusion:

- 10.1. In November 2021, we improved access by introducing a 'no one turned away for lack of funds' clause to our concessionary rate.
- 10.2. We provide concessions across all our workshops and subsidise our equipment hire rate for individual artists by 50%.
- 10.3. We offer paid apprenticeships as a core part of our investment in the cooperative. We have invested in talent development by training artists to facilitate film workshops alongside cooperative co-directors. Many of the artists we have worked with are under 30. Their training is part of bridging the generational skillset gap between Millennials and Gen Z.
- 10.4. Our community n/n film lab subscription programme, screenings and events are open to all and the thematic content is geared toward underserved BIPOCs.
- 10.5. Female and non-binary artists benefit from our learning environments which are 100% womxn and non-binary-led.
- 10.6. We have built our concession offerings across 100% of training to provide access to creativity for structurally underserved persons in both London and nationally.
- 10.7. Most of our London audiences live in Hackney, Newham, Tower Hamlets, Barking & Dagenham and Lewisham. n/n works to ensure that artistic resourcing and training in high-quality technical skills are not ringfenced to the rich in London. From 2018-2022 we were based in Newham and still provide programming there.

11. **Diverse in the cooperative**

n/n is unique as an organisation in which 100% of the board and directorship are BIPOC; 100% are female or nonbinary. The diversity of our leadership is an outstanding achievement that we can continue to build on by supporting underrepresented people to experience the arts through this rare analogue equipment and begin and sustain careers in the industry. We believe that the fact that we pay a competitive hourly rate for all roles has facilitated us to build such a diverse leadership. Despite our small size, we are leading the sector in creating high-quality opportunities for BIPOCs.

12. **Further Information**

If you would like this document in other formats, such as large print or audio, please contact us at info@not-nowhere.org.

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