

# Equity, Diversity and Inclusion

Strategy

rbican



# Strategy Overview

## Our EDI Purpose:

- Catalysing difference to inspire, connect and provoke debate

## Why we do it:

- We want to help change the world, starting with our own.  
For fairness, for equity, for justice.

Doing this work well makes us a great employer, a creative powerhouse, and a force for good.

# Strategy Overview

## Aims:



We are aiming to become personally & collectively skilled at EDI, so that we can:

- Create equitable outcomes
- Serve a larger, more diverse audience
- Build an inclusive culture

# Strategy Overview

## Priority Activity Areas:

- Inclusive Leadership and Line Management
- Empowered and Collaborative Teams
- Data and Analytics
- A Strategic Approach to Audiences
- Informing the People Agenda
- Learning and Development
- **+ Group-specific action plans: Anti-racism, Access and Reasonable Adjustments**

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# Create equitable outcomes

We are a **workplace** and an **arts organisation** for London and the wider world. It's our responsibility to make sure that we use our platform to **further equality in society.**

## Our aims

London



# Serve a larger, more diverse audience

Whether it's who works here or who visits, or both, we will be a reflection of the world around us.

**Our aims**

**barbican**

# Build an inclusive culture

Inclusion is an **active behaviour** we must practice **every day**. We want the Barbican to be a place where **everyone can belong**.

## Our aims

# Priority Areas

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## **Inclusive Leadership and Line Management:**

- Define and develop inclusive leadership competencies
- Standardise the EDI experience for leadership and management recruitment
- Clarify line manager responsibilities
- Introduce EDI into goal setting on an individual and team level

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# Priority Areas

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## **Empowered and Collaborative Teams:**

- Team-based EDI expertise and action plans
- EDI business partners to support team activity
- Development plan for Diversity Networks
- Review governance and inclusive decision-making
- Embed EDI standards into contracts with partners
- Interventions to increase psychological safety

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# Priority Areas

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## Data and Analytics:

- Use diversity data to inform decisions
- Proper use of Equality Analysis and Human-Centred Design
- Higher data completion rates including for casuals
- Greater detail and transparency in data analysis
- Targets for diversity and inclusion measures
- Inclusion measures in People/Pulse Surveys
- Zero Tolerance tracking

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# Priority Areas

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## A Strategic Approach to Audiences:

- Develop an Audience Strategy
- Introduce audience and programme diversity goals
- Increase co-creation with audiences
- Forge stronger links between the Creative Vision and EDI
- Develop inclusive programming practices
- Greater emphasis on audience experience and audience development

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# Priority Areas

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## Informing the People Agenda

- Review and adapt our recruitment processes
- Provide an effective reasonable adjustments package
- Provide an enhanced mental health and wellbeing offer
- Consistency and transparency in talent and promotion decisions
- More effective communications
- Efficiently use people and pulse surveys to build team culture insights
- Analyse data by demographics and use it to inform relevant interventions at all levels of our organisation
- Set goals for and monitor progress in team culture

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# Priority Areas

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## Learning and Development:

- Ongoing Zero Tolerance training
- 'Micro-behaviours' training
- Understanding privilege and oppression
- Access and reasonable adjustments
- Redesigned induction
- Reverse mentoring
- Coaching and leadership development
- Team-specific learning needs analyses
- EDI Curriculum

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