

## **A call to action**

Over the past few weeks, we've all been awakened by the injustices in this world. Since we now feel moved to action, we want to remind everyone that for years, if not decades, your Black colleagues and the Black creatives you've commissioned have been painfully aware of the dismal representation that sits at the heart of Nottingham's cultural sector.

While on the one hand, we want to commend those who have stepped up; on the other hand, we are disappointed by the timing of this renewed sense of wrongdoing. It has taken the social movement that followed George Floyd's death to realise that Nottingham's cultural sector has a diversity issue.

Since we have your ear now...statements of solidarity are not going to dismantle the systems of privilege that exist within your organisations. If the culture and creative industries are to return at full strength and play its part in Nottingham's recovery, you can't do it without talking about equality and social justice and practicing that in your cultural spaces, studios, offices, interview panels and boardrooms.

We know many of you have been working on inclusivity strategies for a number of years and important achievements have been made along the way, but the truth is that change is not happening fast enough. We are calling on you to tackle the deep-rooted racial inequalities, to make genuine meaningful change, and to support BAME creatives and grassroots groups and organisations.

We request the following:

1. Publish your pledges as a first step. To arrive at your pledges, form a core accountability group of BAME staff, artists and residents; their input is invaluable.
2. Recognise that you have more to do to ensure your organisations, festivals and groups are representative of Nottingham. Identify and facilitate the need for change, specifically dismantling the systems of privilege and entitlement.
3. Publish the demographics of your staff team and how they compare to the demographics of Nottingham. Share your collaborations by publishing a list of BAME creatives you've commissioned and the demographics of your programme participants and audiences.
4. Create an inclusive HR strategy and target for addressing diversity at every level, review your values and shared principles and define what you mean by inclusion that sets out clear expectations around behaviour and language.
5. Amplify the voices of Black creatives, organisations and businesses in the city and ensure all your commissioning opportunities are inclusive and representative of Nottingham.
6. Commit to listening, learning and reviewing your approach through a process of openness and collaboration.

Many of you might be feeling overwhelmed on top of dealing with other disruptions at this time, but we know the power of collective action and we insist on your partnership and dialogue in achieving and nurturing a thriving cultural and creative city for the future.

Yours sincerely