

Young Audiences Group's Anti-Racism Commitments

March 2022

Introduction

The Young Audiences Group (YAG) is a collective of arts organisations and individuals in Scotland making work with and for children and young people.

This document sets out the YAG's commitments and actions to tackle racism in our sector. We uphold that an anti-racist approach is imperative to delivering work that nurtures and supports young audiences and those who work with them. We acknowledge that racism intersects with other forms of discrimination and recognise that developing an anti-racist approach means tackling all forms of oppression and injustice.

The content of this document came from a consultation process in 2021 with BIPOC artists and creative practitioners with lived experience of racism in Scotland. We pledge to uplift the voices of people who experience racism in the framing of the actions and language of this document.

We acknowledge that this document is only a starting point and that we are all on a learning journey. We may not get everything right but we want to do the right thing, and actively encourage feedback and input. We commit to making this a safe process for anyone who would like to contribute and to remunerate appropriately for the labour involved.

If you would like to get in touch with any comments, questions or amendments to this document, please contact one of the following working group members:

marion@imagine.org.uk; judith.walsh@starcatchers.org.uk; weareactionboat@gmail.com; natalia@lyra.co.uk or laura@visiblefictions.co.uk

This document will be reviewed every 6 months to review organisations' progress, share learning, and assess our collective impact as a group.

Commitments

By signing up to this document, our organisation commits to the following actions as a minimum standard. We will:

1. Sign-up to Inc Arts Anti-Racism Code of Conduct (to be published shortly)
2. Keep an up-to-date Anti-Racism Policy and Action Plan which is publicly available and includes specific actions and targets.
3. Ensure a percentage of our annual budget is dedicated to anti-racist training and actions and publish this % in our action plan
4. Provide annual BIPOC-led anti-racism training for all staff, including freelancers and board members and be transparent about who is providing the training.

5. Actively develop equitable partnership projects with BIPOC led organisations, ensuring fair payment for time/services rendered and amplifying their work where possible.
6. Commit to increase the number of BIPOC professionals working for our organisation, including employees and freelancers by Oct 2022. We will publish specific data on the diversity of our workforce and the steps we are taking to increase (or maintain) it.
7. Ensure BIPOC individuals/organisations are included in panels that are assessing applications for opportunities such as commissions, funding and callouts.
8. Ensure that over the course of each year, BIPOC are represented within our projects and our shows, including as lead artists or lead characters.
9. Ensure there are BIPOC members on our board by October 2022, and that we have taken specific steps to make sure it is a safe space for them.
10. Ensure all our auditions include BIPOC candidates and look beyond Scotland if we need to. Casting budget will reflect this.
11. Commit to offering interviews to all BIPOC applicants who meet the minimum requirements for a job/opportunity in line with other Equalities recruitment processes.
12. Ensure there is enough time to enable proper consultation with BIPOC organisations and reach BIPOC artists and freelancers when advertising opportunities to ensure we reach beyond our usual networks.
13. Provide an option for people interested in a job or opportunity to discuss it in advance with someone in our organisation to help break barriers for people new to our organisation.
14. As the YAG group, hold funders and membership organisations in the Scottish arts sector to account re: their anti-racism actions. This means:
 - 14.1. Use our leverage and relationships to keep anti-racism on the agenda
 - 14.2. Request support for our individual and collaborative anti-racist actions and challenge inaction or lack of support
15. As the YAG group, commit to exploring ways to develop a complaint and whistleblowing process at an industry level within a year.

Commitments – for Individuals

By signing this document, I commit to the following actions as a minimum standard:

By signing this document, I commit to the following actions as a minimum standard:

1. I will keep an up-to-date Anti-Racism statement which includes but is not limited to the actions in this document.
2. I will communicate this statement when offered contracts and will sign on the basis that this Anti-Racism statement is upheld by the person/organisation offering the work.

3. I will include appropriate costings in my project budgets to ensure the anti-racism actions can be visible to my funders and those booking me for my work.
4. I will work with the YAG to ensure there is a Complaints Procedure for BIPOC working in our sector.
5. I will continue my anti-racism education, and share my learning with those I am working alongside.
6. I will actively seek to know the work of individuals and organisations led by Black, Brown, Indigenous, People of Colour and those who have been historically excluded due to racism (BIPOC). By attending performances, connecting on social media, uplifting and amplifying their work, paying for their time and services, and supporting with my time, energy and resources where I can.
7. I will ensure BIPOC are represented within my projects.
8. I will ensure all auditions include BIPOC candidates.
9. Working together with the YAG, I will hold to account those distributing money, work and power, including funders and membership organisations in the Scottish arts sector.
10. I will bring Anti-racism onto any agendas I have influence over.