

EMBEDDING DIVERSITY INTO YOUR WORKING PRACTICES

RECOMMENDATIONS by Action for Children's Arts

www.childrensarts.org.uk

1. Start every creative process with the idea of rich inclusion – think about the people with the most barriers to access and work from there.
2. Interrogate every structure including the spaces you are working in and your scheduling.
3. Don't get defensive when people tell you your work is inaccessible. Invite them into the conversation and listen to their valuable perspective.
4. View accessibility as an opportunity to be creative and have fun!
5. If you are working with a new group, find common ground and shared experiences.
6. Rather than making content about 'other' communities, integrate their voices into the creative process. Work with groups as artists, not as subjects.
7. Achieving true diversity involves taking measured risks about who you give opportunities to.
8. Find the people you want to work with and create a project with them, rather than working the other way around (devising a project and then trying to find the right fit).
9. Consider the representation of your panel, organisation or cast at the beginning of the creative process.
10. It is important for there to be more structured, salaried roles in the industry for creatives, allowing those without structural wealth to develop their careers.