



# DIVERSITY & INCLUSION POLICY



All staff, volunteers and participants will be treated **fairly and equitably**, free from all forms of discrimination.

We are committed to the **More Than A Moment** pledge for radical and permanent change to ensure equity, investment in and opportunities with and for Black artists and creatives.

We have an absolute and non-negotiable commitment to active **anti-racism**



# DIVERSITY

We celebrate and welcome **diversity**. We respect people's **different lived experiences** and the benefits that brings when we work together and include everyone.

Diversity and inclusion is on the agenda at all of our board and team meetings.

We **monitor** diversity in Urban Wilderness through anonymous forms with commission applications or recording participation or visitor information at events.



Information collected for monitoring purposes will be **anonymous** as much as possible.

# RECRUITMENT



We will **not discriminate** in the arrangements we make to recruit or select for any training, commission or volunteer opportunities.

We will take **reasonable steps** to **avoid or overcome** any particular **disadvantage** a person has in the recruitment or commission process to ensure **fairness overall**.

This includes making the application information accessible in **video or audio formats** as well as written and taking **positive action** to enable or encourage applications from people with a protected characteristic that is under represented in Urban Wilderness by targeting the opportunity to those communities.

We apply the **Rooney Rule** to our commission and recruitment opportunities. Any applicant from an under represented background who meets the base qualification requirements will be interviewed.

# EVENTS & ACTIVITIES

We will make reasonable **adjustments for disabled people** so they can be included and kept safe. This may include signage and information being available in a variety of formats and **accessible services**.

Prior to organised events and activities, we will provide **clear, accurate and comprehensive information on risks** and measures taken to enable disabled artists, participants and visitors to **assess their own levels of risk**.



We will include a **varied programme** with guidelines that specify participation, sit back & relax or a sensory spectacle.

Our events will always be **FREE to attend**. Some may allow participants and visitors to '**Pay What You Decide**', but this will not be an obligation.



# ZERO-TOLERANCE

We want everyone we work with to feel safe and respected.

We co-create a **Code of Conduct** with all groups we work with that includes a responsibility to protect staff, volunteers, participants and visitors from discriminatory or undermining behaviour, whether it is conscious or unconscious.

**We operate a zero-tolerance policy for racism or discrimination of any kind.**



If you feel that somebody's actions or behaviour or our structures are discriminatory, tell an Urban Wilderness director (Laurel, Isla or Jenny) as soon as possible.

# WHAT WE WILL DO

If we become aware of any discrimination, including racism, at our events or activities or connected to our work, we will:



**Support** anyone who has been affected by an act or comment by **listening to their concerns and acting** on any ways that they can be supported to **feel safe**



**Speak** to the person who has acted in a discriminatory way, **explain that the act or comment is discriminatory** and that we want everyone to feel welcome and safe



**Take reasonable action** as necessary to improve the situation or rectify the discrimination



Complete an **Incident Report** and review any ways that future activities could be improved

If we feel that the discriminatory behaviour amounts to a possible crime, we will consult with and report to the police

# COMPLAINTS

If you believe you have been discriminated against by us, or if you believe our work is discriminatory, please write to us by emailing **info@urbanwildernesscic.com**.

Include as many factual details about the incident as possible, including:

- Date
- Who was present
- What happened



We will investigate and respond to you within 14 days of receiving the complaint. We will take further action to improve our work if necessary.



We will comply with the requirements of all relevant legislation, including the Equality Act 2010 and relevant Codes of Practice

We welcome feedback, we can always improve. Let us know if there are things we can do better.



**Urban Wilderness**

**Website:** [urbanwildernesscic.com](http://urbanwildernesscic.com)

**Email:** [info@urbanwildernesscic.com](mailto:info@urbanwildernesscic.com)

Dated: February 2021

This policy will be reviewed and updated by February 2022