

ALMEIDA THEATRE

ACTIONS FOR CHANGE: ANTI-RACISM POLICY

STATEMENT

The Almeida commits to being an anti-racist organisation. The Almeida Board and Executive have committed to this as a core principle of our Equality, Diversity and Inclusion policy. This is part of our Actions for Change strategy to make the Almeida an inclusive and diverse organisation, representative of the community around us and a cultural home to all.

This Anti-Racism statement of intent and pledges below are our expression of visible change at the Almeida. Behind each pledge are actions and targets which form our internal Actions for Change (Equality, Diversity and Inclusion) strategy. These will move us closer to being the anti-racist organisation we aspire to be.

OUR ANTI-RACISM PLEDGES

1. We recognise the serious impact of racism that our staff and freelancers experience in society and specifically within the theatre sector. We commit to responding to this pro-actively with our peers to improve anti-racist practice across the industry and beyond.
2. Our Board and Executive commit the Almeida to being anti-racist as an essential part of our equality, diversity and inclusion policy and practice, and integral to artistic policy and business strategy.
3. We continue to review our organisational processes to ensure they are fit for purpose so that everyone associated with the Almeida is able to challenge bias and dismantle systemic racism wherever it is encountered. This will take account of the need for confidentiality and anonymity, where required; additional oversight is provided by the Board's Equality, Diversity and Inclusion Committee.
4. We work to improve representation of Black, Asian and ethnically diverse people at the Almeida using robust targets across our workforce, Board, programme and audiences. We commit to maintaining this focus in the long-term, including financial resource and staff time, as an organisational priority.

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