



EQUALITY, DIVERSITY & INCLUSION ACTION PLAN / UPDATED ON 25 JUNE, 2022

This Action Plan supports the implementation of Multistory's Equality & Diversity Policy so that Sandwell's diversity is fully reflected in our organisation, in the individuals that we support and in the arts and culture we produce.

We have made a commitment to the following:

- increase employment and development opportunities for under-represented creatives;
- increase access and engagement for under-represented communities throughout our arts programme;
- increase the diversity of Multistory staff, freelance associates and the Board.

See below for how we are planning to continue to develop our organisation and arts programme during 2022/2023.

ACTIONS FOR ORGANISATIONAL DEVELOPMENT	TIMELINE	HOW WILL THE ACTION BE MONITORED?
Update the Company mission.	Published on our website in November, 2020.	Review annually in line with business planning.
Update our Equality & Diversity policy.	Published on our website in November, 2020.	Review annually.
Take part in, and contribute to, the 'More than a Moment Pledge'.	Ongoing.	Attend quarterly Culture Central Peer-to-Peer meetings and an annual symposium.
Eradicate the use of the term BAME in all communications.	Ongoing.	Communications will be proof-read by at least two people.

Recruit new Board members with relevant skills-sets and experiences that are under-represented on our Board and who reflect the demographics of Sandwell.	One new Board member recruited; further recruitment ongoing.	Review annually.
Board meetings will be run to meet the access needs of the members.	Ongoing.	Review quarterly.
Provide equality and diversity training and disability awareness to staff and the Board.	Unconscious bias and anti-racism training has been provided. Disability awareness training is currently underway.	Review annually; provide regular, updated training.
Succession planning for PAYE staff to be put in place.	Ongoing.	Review annually.
Ensure we meet the access needs of the people we work with.	Ongoing.	Review quarterly.
ACTIONS FOR THE ARTS PROGRAMME	TIMELINE	HOW WILL THE ACTION BE MONITORED?
Continue to diversify paid opportunities to under-represented artists through open calls across the arts programme.	Ongoing.	Review and evaluate after each recruitment process.
Continue to diversify engagement with under-represented communities across the arts programme.	Ongoing.	Review and evaluate quarterly.
Produce an annual Delivery Plan that includes EDI aims and objectives for the community groups and the	Annually	Review and evaluate quarterly.

creatives we partner with, in line with our priorities for each year.		
Ensure that each project and its working processes and outputs is bespoke to the access needs of the participants and allocate appropriate budget.	Timeline as per the annual Delivery Plan.	Review and evaluate quarterly.
Commitment to developing opportunities for young people in Sandwell – creatives, participants and audiences.	Began in November, 2020	Review and evaluate quarterly.
Make our projects, process, outcomes and promotional material as accessible and inclusive as we can.	Ongoing	Review quarterly.
Invest in our website to meet access guidelines and ensure it reflects our programme.	Ongoing.	Review quarterly.

Multistory
25 June, 2022