

EUROPEAN
NETWORK OF
CULTURAL
CENTRES



COMMITMENT ON EQUALITY



For many years the ENCC has been working on diversity and inclusion, with a specific focus on disability. Yet despite recent progress and inspirational practices, diversity in cultural organisations is still lacking, and tackling this problem is not straightforward.

The urgency of this topic was further underlined by the outburst of the COVID pandemic and the subsequent crisis, which is not only revealing many different types of inequalities, but also amplifying them. We believe that improving inclusion and diversity could help the cultural sector make a shift and create systemic change, instead of going back to the pre-COVID status quo. And that equality must be part of the recovery strategy for cultural centres and the wider cultural sector.

For this reason we asked our equality expert Zita Holbourne to help us draft a document containing the ENCC commitment related to the topic of equality.

This paper is a working document which we will review and adapt as appropriate and sets out broad aims rather than specific objectives and targets with a view to expressing our intent to bring some focus on equality, diversity, and inclusion. We aim to listen to and work with the communities and groups we serve and work with to improve our understanding of any barriers to participation they may experience and to strengthen equality and tackle under representation.

ENCC Commitment

This document sets out our aims in practicing equality and celebrating diversity including the promotion of equality and celebration of diversity in our cultural centre and in working with others for the wider culture sector.

We recognise that within our workplaces and within society, there are many people who experience discrimination and inequality on the grounds of sex, race, ethnic or national origin, religion or belief, colour, class, caring responsibilities, marital status, sexuality, gender identity, gender reassignment, disability, age, or other reasons based on their status or personal characteristics.

We believe this is not acceptable and we aim to put in place policies and practices that are fair and inclusive to all, challenging all forms of discrimination and inequality.

We believe that as cultural networks and cultural centres, we have an important role to play so that those who experience inequality and discrimination have a voice through the arts and are able to participate fully in arts and culture.

Our aim is to support and encourage underrepresented groups to participate in our cultural centres and the wider sector and to work together to try to remove any obstacles to participation.

In order to achieve these aims we are looking at how we promote equality through our work and centres.

We will seek to do this by:

- Identifying any barriers for under-represented groups to participate.
- Identifying and considering under-representation on our boards and management teams.
- Considering what equality policies we have or might want to establish help us with this work.
- This will include any key dates relating to equality, diversity and inclusion that we might wish to observe or acknowledge.
- Reviewing accessibility from a disability perspective.
- Considering how we reach diverse audiences and give visibility to different equality groups.
- Considering how we monitor for equality.

We will make this commitment public and this document accessible to all, with the aim of raising awareness and of constantly improving and building for a meaningful future.

This commitment was drafted in the context of the ENCC Inspired by Diversity project, in consultation with equality expert Zita Holbourne.



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