

Equality, Diversity and Inclusion (E, D&I) Strategy

2022-2025

Introduction

The uniqueness of the De La Warr Pavilion lies not only in its architecture. Designed simply in 1935 with clean lines and curves, lots of light and space, the Pavilion was built as a progressive cultural centre, open to all, where big ideas and aspirations can be shared, developed and enjoyed by everyone.

Conceived by an aristocrat but built by and for the people, the Modernist style and its location by the sea reflected civic and progressive ideals of “healthy mind and healthy body” and an optimism for the future after the chaos of the First World War. For almost 100 years, DLWP has been adapting to world around us to remain relevant to our communities. We are poised once again to fully embrace the cultural changes of the past two years which include global movements such as Black Lives Matter and the social, health and economic inequality and injustice that has been exposed as a result of the global pandemic.

It is evident that the more inclusive we are, the more opportunities we create, not only for ourselves, but also for our audiences and communities. By engaging in the world in which we live from both a global and a local perspective, we are giving ourselves and our audiences infinite opportunities to work together, to innovate, think, experiment and create a positive future.

At DLWP,

- we recognise Equality as providing the platform where no one is discriminated against or treated unfairly based on the UK protected characteristics of age, gender, disability, race, sexual orientation, belief and marital status or by their differences beyond those characteristics which may include their mental health, where they live, their formal education and their socio-economic status
- we see Diversity as the respect and appreciation of peoples' differences irrespective of their protected characteristics and beyond (as above);
- we recognise Inclusion to mean the structures, systems, policies and spaces that we create for our audiences, staff, artists, partners and participants to maximise accessibility in all its forms, how they feel valued and welcomed and where their voices can be heard.

Our approach is therefore underpinned by the following **principles**:

- The advancement of opportunity for staff, artists, audiences and participants
- The elimination of discrimination in all its forms
- The active inclusion of under-represented voices from our communities to affect culture change.

We will build on the work and achievements we have already made and embed the Arts Council's Creative Case for Diversity and Lets Create principles.

Our Equality, Diversity and Inclusion **objectives** will be:

1. To demonstrate a diverse range of high-quality programme of modern and contemporary work that responds to the needs and aspirations of both artists and audiences in our communities

2. Enable opportunities for artists from diverse backgrounds to create new work or present new experiences of existing work within an environment committed to excellence and best professional practice;
3. Actively engage with diverse audiences to encourage them into the Pavilion and contribute to the organisation as a visitor or participant
4. Actively engage and invest in diverse partnerships and networks that will support us to reach our objectives.
5. To be committed to hiring people that reflect our communities in their broadest form and take action to improve representation from Black, Asian and ethnically diverse, LGBTQ+ and lower socio-economic communities and those with a disability.
6. By taking an inclusive approach to our internal communications and organisational structures including the way we recruit people, we are committed to maximising the potential of our staff by supporting their professional and personal growth and development through the organisation and its networks.
7. To demonstrate an inclusive leadership within the Board and the senior management team as well as benchmark our accountability via an E, D & I sub-committee of the Board.
8. To measure E, D & I progress by collecting, monitoring and evaluating data to ensure we are benchmarking our progress