

# REFLECTING ON INCLUSIVITY IN YOUR PROGRAMMING ACTIVITIES



Now that you've spent some time reflecting on inclusivity from the perspective of your workforce, leadership and governance it's time to start thinking about the inclusivity of your programming.

Does your programming recognise and remove barriers to participation? Does it reflect the talent and stories of creative practitioners from all backgrounds? Does it reflect underrepresented communities? These are vital questions to think about for any inclusive programmer.

This activity will help you to consider how your programme of work can become more inclusive and more reflective of the communities you serve.

We recommend scheduling a half day work to help complete this activity to give you the time needed to reflect on your programming to date and what you would like it to look like in the future.

**Before starting this activity, please make sure you have completed the activities for Preparing to reflect, and Reflecting on inclusion in your organisation first.**

## How to do it

We recommend that you involve board members and colleagues from your programming and creative teams in this activity.

The idea is to help you reflect on how inclusive your recent programme of work has been and what changes you could make for the future to make it more inclusive.

## Preparation

You may want to have to hand any publicity materials, reviews, board papers, research and development feedback, audience demographics data, audience feedback and anything else you might find useful that is related to your recent programming activities. This will help with your discussions.

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## Step 1: Start the conversation

When you've got everything, you need, in your group review your last two to three programming activities or seasons, paying particular attention to ethnicity, sex, and disability, as well as socio-economic background. Remember to think about people with more than one protected characteristic<sup>1</sup>.

## Step 2: Think about your programme

As a group, see if you can answer the questions below while you reflect:

- Who had a key role in telling your programme?
- Whose lives were reflected in your programme?
- Who played a part in bringing your programme to life? (developing and planning)
- Who experienced your programme? (Visitors/audiences)

Now reflect on:

- Whose voices were missing from the points above?
- What you can do to nurture and empower different voices to be heard in the future?

## Step 3: Making your programming more inclusive

Reflecting on your responses to the above, then think about how you can make your programming more inclusive.

Try and think about:

- What have you done well, what have you learnt, and where you want to do better? What are the key challenges you might face?
- Set SMART<sup>2</sup> targets for the improvements you want to make, as well as how you will address and overcome challenges.
- What actions will you take to achieve your targets in the short, medium and long term?
- Who else could you involve from outside of your organisation to support you in developing a more inclusive programme?

If useful, use the themes in Step 2 as a guide.

## Step 4: Inclusivity in Programming

Building on your discussion, see if you can put pen to paper and list the improvements you could make; the challenges you might face; the actions you can take; and the targets you can set to make your programming more inclusive.

Feel free to use the boxes on the next slide as a guide.

<sup>1</sup> Under the Equality Act 2010 the protected characteristics are: Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion or Belief, Sex, Sexual Orientation

<sup>2</sup> SMART stands for Specific, Measurable, Achievable, Relevant and Time-based objectives.

INCLUSIVITY & RELEVANCE

# REFLECTING ON INCLUSIVITY IN YOUR PROGRAMMING ACTIVITIES



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**Challenges** Click below to type

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**Actions** Click below to type

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**Targets** Click below to type

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# REFLECTING ON INCLUSIVITY IN YOUR PROGRAMMING ACTIVITIES - CONTINUED



<b>Improvement</b> <small>Click below to type</small>	<b>Challenges</b> <small>Click below to type</small>	<b>Actions</b> <small>Click below to type</small>	<b>Targets</b> <small>Click below to type</small>