



In Session FKA GRADJOB

Equality, Diversity and Inclusion Policy 2021

In Session's Vision is for an art sector founded on solidarity rather than competition, where collaborations are formed out of the desire for meaningful exchange, not economic necessity. We want to remove barriers that prevent careers in the arts from being sustainable. We want to see an art world where Artists and Organisers in the early stages of their career have access to the tools and support networks they need to thrive and develop their practice.

Our Mission is to offer our cohorts new opportunities for meaningful engagement, learning and professional development, and to provide a safe space to form new alliances, engage in inspiring and supportive discussions and develop tools for navigating existing structures in the Scottish art scene.

Our Core Values

Solidarity: In Session promotes solidarity in the arts sector. We work to connect struggles and create an environment based on mutual support rather than competition. We encourage the formation of strategic alliances as a form of resistance.

Non-hierarchical Knowledge Construction: We strive at all times to operate transparently and to encourage Co-contributors to see Organisers, Partners and Contributing Artists as collaborators. We encourage openness to conflicting viewpoints and peer learning. We encourage and criticality and of new collaboratively generated knowledges.

Non-exploitative: We believe in ethical labour practices and always pay our Co-contributors for their programme contribution. We encourage our Co-contributors to value their work, to unionise and to stand with others against exploitation.

Encouraging Multiple Narratives: We value all voices and work proactively and creatively to bring together Co-contributors and Contributing Artists from diverse backgrounds together. We encourage the sharing of divergent experiences and opinions as we believe this deepens learning and enriches understanding of our issues affecting our sector.

Providing Mechanisms for Support: We are committed to investing in and sustaining meaningful relationships with the Partners, Co-contributors and Contributing Artists we work with throughout the programme and beyond. Care is at the centre of our programme and making sure that all those we work with receive the support they need to fully participate in the programme is our priority.

Responsive: In Session is an artist-run project which means Organisers are embedded within the communities that we serve. We consult with Co-contributors (past and present) at every stage of programme design and delivery to ensure the relevance of the programme and its outcomes. This is integral to the development of In Session as it allows us to be responsive and meet the needs of our Co-contributors.

Raising Marginalized Voices: We recognise that there is inequality and that this creates barriers for marginalized groups. We are fully committed to diversity, respecting human rights and creating opportunities for access and participation across Scotland. We will continue work with and for these groups of to make Scotland a better place for all.

Empowerment: In Session provides a safe, friendly, empowering environment where Co-contributors are encouraged to find their voice and discover the confidence to embrace new opportunities, take control of their own learning and personal development and to change their lives for the better.

Policy Statement

Equality, diversity and inclusion are intrinsic, non-negotiable values underpinning every aspect of the In Session FKA GRADJOB programme and form the basis of our key framework documents: the Strategic Plan, Learning Policy and Code of Conduct.

In Session takes an intersectional approach to equality, diversity and inclusion recognizing that, social, cultural and political identities combine to create unique modes of discrimination and privilege. This approach to equality, diversity and inclusion is shared by our Organisers, Facilitators, Partners and Advisory Board, with a shared belief in and commitment to the positive implementation of these values, along with constant striving for improvement.

In Session aims to minimise obstacles that prevent emerging artists from taking part in our programme, thus widening access. We provide a diverse, inclusive and supportive learning/working environment and endeavour to ensure that our programme affords all Co-contributors, Contributing Artists and Organisers the opportunity to fulfil their full potential.

We are committed to ensuring that individuals are treated fairly, with dignity and respect regardless of race, age, marital status, disability, ethnicity, faith, gender, language, social/economical background, being LGBTQI+ or having any other Protected Characteristics. We are also committed to examining our role within institutional structures built on the legacies of colonial and early capitalist systems of governance. We are dedicated to building alliances, promoting solidarity and creating possibilities for targeted strategic resistance.

In Session recognise the varied contributions to the achievement of our vision, mission and aims made by individuals from diverse backgrounds and with a wide range of experiences. We believe that our key aims can only be fully achieved if equality, diversity and inclusion drive all aspects of our programme delivery and development. We have produced a robust, positive and achievable strategy that will support In Session, and hold it accountable, in its delivery of the highest quality learning and development programme.

Scope of the Policy

This policy applies to all Co-contributors, Contributing Artists, Facilitators, Organisers and Partner organisation representatives. This includes all those commissioned to work for In Session, whether freelance or on a fixed term basis.

Aims of the Policy and Underpinning Principles

The aim of this Policy is to ensure that in carrying out its activities, In Session will have due regard to:

- Promoting equality of opportunity, diversity and inclusion across in all aspects of the programme
- Promoting good relations between people of diverse backgrounds
- Eliminating unlawful discrimination

This policy is guided by the principles, that:

- All those we work with should enjoy a safe environment, free from discrimination and harassment or bullying.
- All Co-contributors, Contributing Artists and Organisers should have equal access to the quality content made available by In Session and its Partners.
- All Co-contributors, Contributing Artists, Organisers and Partners should have equal access to opportunities for personal, professional or academic development.
- All Co-contributors, Contributing Artists, Organisers and Partners should be able to participate fully in the In Session programme.
- Our cohort, Contributing Artists, Board Members and Selection Panel are representative of diverse the communities in Scotland today.
- Positive action initiatives, based on the Equality, Diversity and Inclusion Action Plan, continue to be used to redress inequalities, lack of diversity and to challenge discriminatory practice
- All relevant stakeholders have the right to be consulted about In Session policy, procedures and practices and are encouraged to contribute to decision making processes.

Implementation of the Policy

The successful implementation of all strands of this Policy relies on the mainstreaming of EDI within the strategic planning process. This is achieved through the implementation of an equalities framework - the Equality, Diversity and Inclusion Action Plan - which will be the subject of continual consultation and review.

Responsibilities

In Session Organisers responsible for mainstreaming the Policy in their recruitment, development, facilitation and programming work.

Organisers are also responsible for:

- Fostering a culture in which compliance with this policy is regarded as integral and in which EDI issues are actively promoted.
- Identifying and initiating ways that improvements in EDI across In Session's culture can be improved.
- Ensuring that all those we work with are encouraged, supported and enabled to reach their full potential.
- Identifying appropriate professional development and training for themselves and all Facilitators, Contributing Artists, Board Members, Selection Panels and freelancers to meet their learning and development needs, and maintain an awareness of the range of EDI issues.
- Ensuring that Facilitators, Contributing Artists, Partners and host organisations take responsibility for maintaining and implementing the principles of the policy in their work with the cohort and each other.
- Embedding the principles of this EDI Policy in the In Session website, marketing and promotional material to ensure its accessibility to all audiences.

Individuals in the broader In Session community are responsible for:

- Supporting and implementing the aims of this Policy.
- Promoting equality of opportunity.
- Contributing to an environment free of fear or intimidation and which celebrates diversity and inclusion.
- Ensuring that their behaviour and actions do not amount to discrimination, harassment, bullying or victimisation in any way.

In Session's Advisory Board are responsible for providing Organisers with mentorship and advice which they will use to ensure that In Session meets its legal obligations in respect of EDI legislation and EDI best practice.

Breach of the Policy

In Session takes seriously any instances of non-adherence to the Equality and Diversity Policy by Co-contributors, Contributing Artists, Facilitators, Organisers and partner organisation representatives. This includes all those commissioned to work for In Session whether freelance or on a fixed term basis. Any instances of non-adherence will be investigated and where appropriate action relative to the nature of the incident will be taken.

Monitoring and Review

Organisers will monitor performance against In Session's EDI Action Plan as appropriate. In Session will seek to assess its impact on Co-contributors, Contributors, Facilitators, Organisers and partner organisation representatives to ensure that real improvements are being made in tackling discrimination and promoting equality, diversity and inclusion.

Relevant Legislation

In Session will implement its Equality and Diversity Policy in accordance with current legislation and codes of practice including:

- Equality Act 2010
- EU Anti-Discrimination Directives (which currently include the Race Relations Act 1976 (Amendment) Regulations 2003, Religion and Belief Regulation 2003 and Sexual Orientation Regulation 2003)
- Special Educational Needs and Disability Rights in Education Act 2001
- Race Relations Amendment Act 2000
- Human Rights Act 1998
- Disability Discrimination Act 1995
- Race Relations Act 1976
- Sex Discrimination Act 1975
- Equal Pay Act 1970 and Amendment 1983