



POPULATION PROFILES

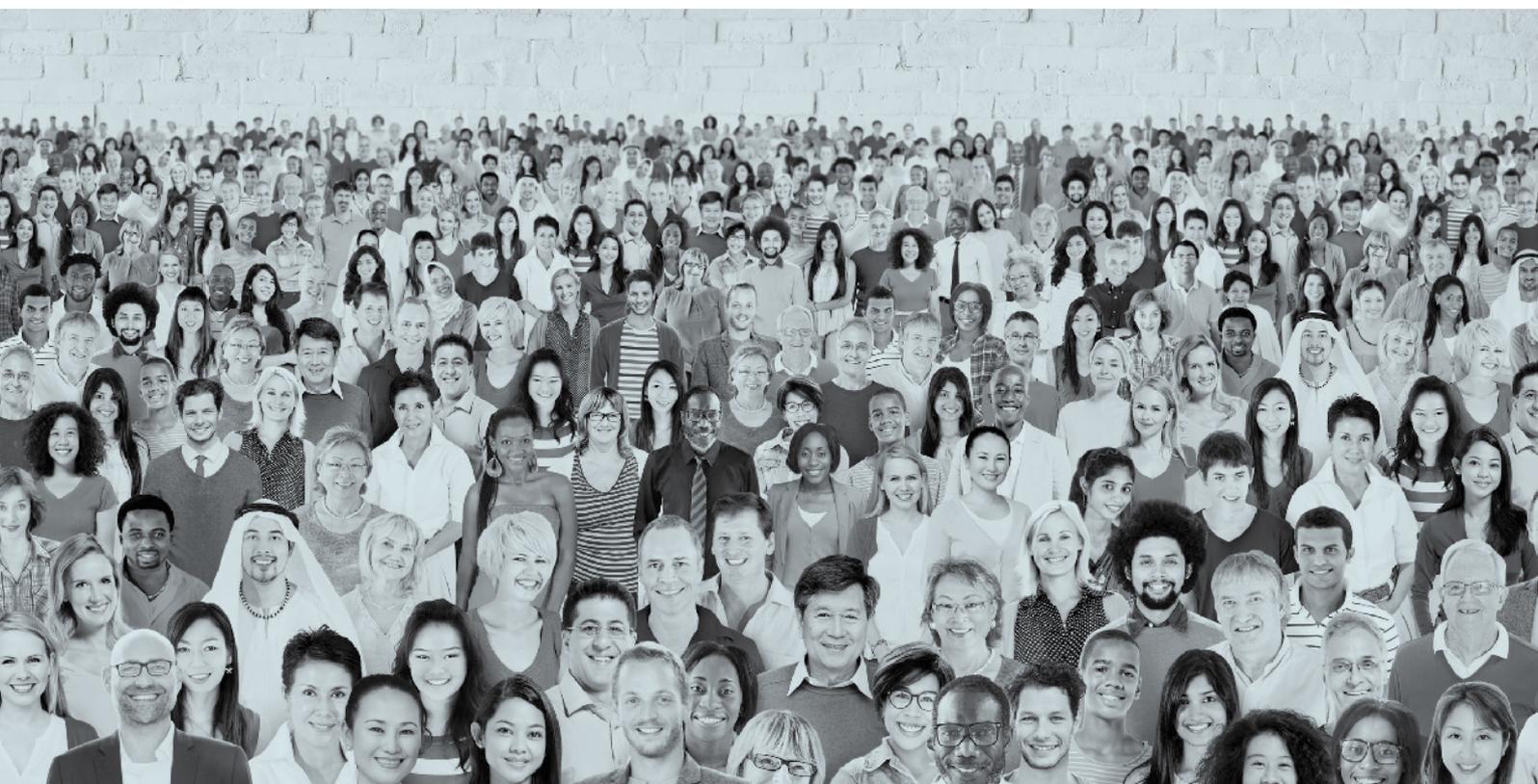
EQUALITY, DIVERSITY & INCLUSION

THE ESSENTIALS

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‘Uniformity is not nature’s way;
diversity is nature’s way.’

Vandana Shiva



Where we're at with diversity:

DUTIES

We all have a duty to consider the diverse needs of people under the [Equality Act 2010](#).



WHAT TERMS WE'RE USING

These days, we talk about 'Equalities, Diversity and Inclusion'... or **EDI** if you're in the know.

Equalities, Diversity and Inclusion as a term relates to arts, health and wellbeing and socio-economic issues.

WHY IT MATTERS

'**Equalities, Diversity and Inclusion**' is one of four Creative Scotland themes:

"equalities are integral to everything we do and are essential in delivering equality in the arts, screen and creative industries"

Creative Scotland is placing increasing emphasis on **EDI** and will report on a review in late 2015.

RAISING THE BAR IN 2016

Creative Scotland is asking all Regularly Funded Organisations (RFOs) to have EDI Plans in place from 2016 as a condition of funding.

Diversity and YOU:

WHAT THE EQUALITY ACT MEANS

The general equality duty or public sector equality duty, states that we must:

- Eliminate unlawful discrimination, harassment and victimisation.
- Advance equality of opportunity between people who share a relevant protected characteristic and those who do not.
- Foster good relations between people who share a 'protected characteristic' and those who do not.

WHAT IS A PROTECTED CHARACTERISTIC?

There are eight characteristics protected in the law:

- Age
- Disability
- Gender reassignment
- Pregnancy & maternity
- Race
- Religion or belief
- Sex & sexual orientation
- Marriage & civil partnerships (and the workplace)

YOUR RESPONSIBILITY

To make sure everyone is able to enjoy the same opportunities to engage, you will often have to deliver services or experiences in a slightly different way.

You should:

- Promote equality and diversity in everything you do.
- Think about the impact your activity will have on different people.
- Take action so that people are not discriminated against – directly or indirectly.
- Think about the outcome for individuals and how you can make sure everyone can achieve these outcomes.
- Develop targeted activities to provide more opportunities or support for people who are disadvantaged.
- Challenge stereotypes and prejudices to make sure you can provide opportunities to disadvantaged groups.
- At the very least, meet minimum legal standards.

Source: Glasgow's Learning Online Equalities Toolkit

Useful resources:

SCOTLAND

Some organisations have already reported under the Equality Act, so they are ahead of the game. For examples, see:

[Glasgow Life](#)

[National Galleries of Scotland](#)

REST OF UK

All **Arts Council England** (ACE) funded organisations are expected to develop an **Equality Action Plan** and respond to the **Creative Case for Diversity** (how their artistic programme serves the communities they reach).

Many organisations in England have published their **Equality and Diversity Policy** as a result (eg [Camden Arts Centre](#)).

The ACE [Get a Plan](#) website has a host of information to help arts organisations develop interesting diversity and disability action plans, partnerships and projects. Some of the legislation has changed since the website was last updated, but the general approach and advice remains relevant.