



Equalities, Diversity and Inclusion Policy

Introduction

anam creative is an arts collective commissioning process-driven and interdisciplinary collaborative projects for young musicians and artists based in Scotland. We aim to support 18-30 year olds in this category. Our aim is to create a space where this group feels safe, heard, respected and included. We aim to treat every commissioned creative equally regardless of their gender, socio-economic background, race, sex or sexual orientation, disability (visible or not visible), marriage or civil partnership, pregnancy or maternity, religion or belief.

Accessibility

All of our meetings and exhibitions are held in an accessible space which addresses any access needs of those we engage with. At our exhibitions where visual art and audio work is presented, text only descriptions of works will be prioritised and highlighted.

In our project budgets we have allocated an access budget for those who need it, and this is openly advertised so that the barriers for those impacted are lessened.

We will continue to reassess our accessibility needs as new members join.

Diversity

anam creative is committed to hiring a wide range of creatives to take part in the projects, and will do this through deliberate and extensive outreach with partnering organisations.

We are committed to an unbiased approach when selecting from the applicants. This is achieved through diligence to continuing our training in creating an unbiased company, and in relation to open calls we have anonymous EDI forms so that we can track our success in engaging a wide range of backgrounds.

Inclusion and Respect

Every member of the collective should feel respected, included, heard and safe. Sexist, racist, homophobic or transphobic or otherwise offensive or inflammatory remarks or behaviour will not be tolerated. This will be made clear in letters of agreement signed by



participants, it will be verbally stated at the beginning of each project, and anyone not abiding to these guidelines will be removed immediately from the project and (if applicable) replaced with shortlisted applicants.

Dealing with Discrimination or Harassment

If any member of the collective feels they have been subject to discrimination or harassment should feel able to raise this to the core team. A concerted effort will be made to make sure commissioned creatives feel they can communicate openly with the core team.

The core team will investigate any complaint and listen openly to all involved. If the complaint is against a core team member, that core team member will not be involved in this investigation. We have a clear reporting structure in place, where board members will be asked to join the investigation as alternative contacts. If a commissioned artist feels uncomfortable speaking directly with any member of the core team, a board member's contact will be clearly stated as an alternative contact. If the complaint is against anam creative as a whole, the core team will work to resolve this and make sure it does not occur again in the future and will inform the whole collective of how they propose to do this.

Any decision to exclude a person from the organisation due to discriminatory or harassing behaviour will be made with reference to anam creative's constitution. anam creative will support people who feel they have been harassed or discriminated against, and will not victimise or treat them less well because they have raised this.

This policy was adopted on the 1st June 2022 by all members of the core team and was reviewed in June 2023, and will continue to be reviewed every year.