

Anti-Racism Action Plan

'a space' arts



Foreword

Like many people and organisations around the world, we were jolted and motivated by the Black Lives Matter movement to understand and address the wide structural inequalities and stark power imbalances present in our society. Tackling racism will require all of us to collectively address issues of racial injustice, biases, attitudes and stereotypes wherever we come across them in everyday life.

We recognise that 'a space' arts has a pivotal role to play in tackling these issues in the local arts sector and beyond, and we are committed to proactively working towards bringing about positive and lasting changes.

Artists, communities, and organisations like ours have powerful voices that can influence the views of wider society, and we want to use and amplify our voice through the exhibitions and activities that we deliver to communicate issues that 'a space' arts and the artists we support believe in.

This voice has been building through our programming across the last two years and we now present our inaugural set of Anti-Racism commitments. Through these we publicly express the organisation's intention to be a positive agent of change, whilst acknowledging this is just a starting point and that our commitment to anti-racism will be an ongoing process of individual and collective growth and learning.

As we deliver this work over the coming years, we remain open to learning, listening and holding space for conversations on anti-racism and we invite individuals and organisations to join the conversation as we look to create positive change in the world around us.

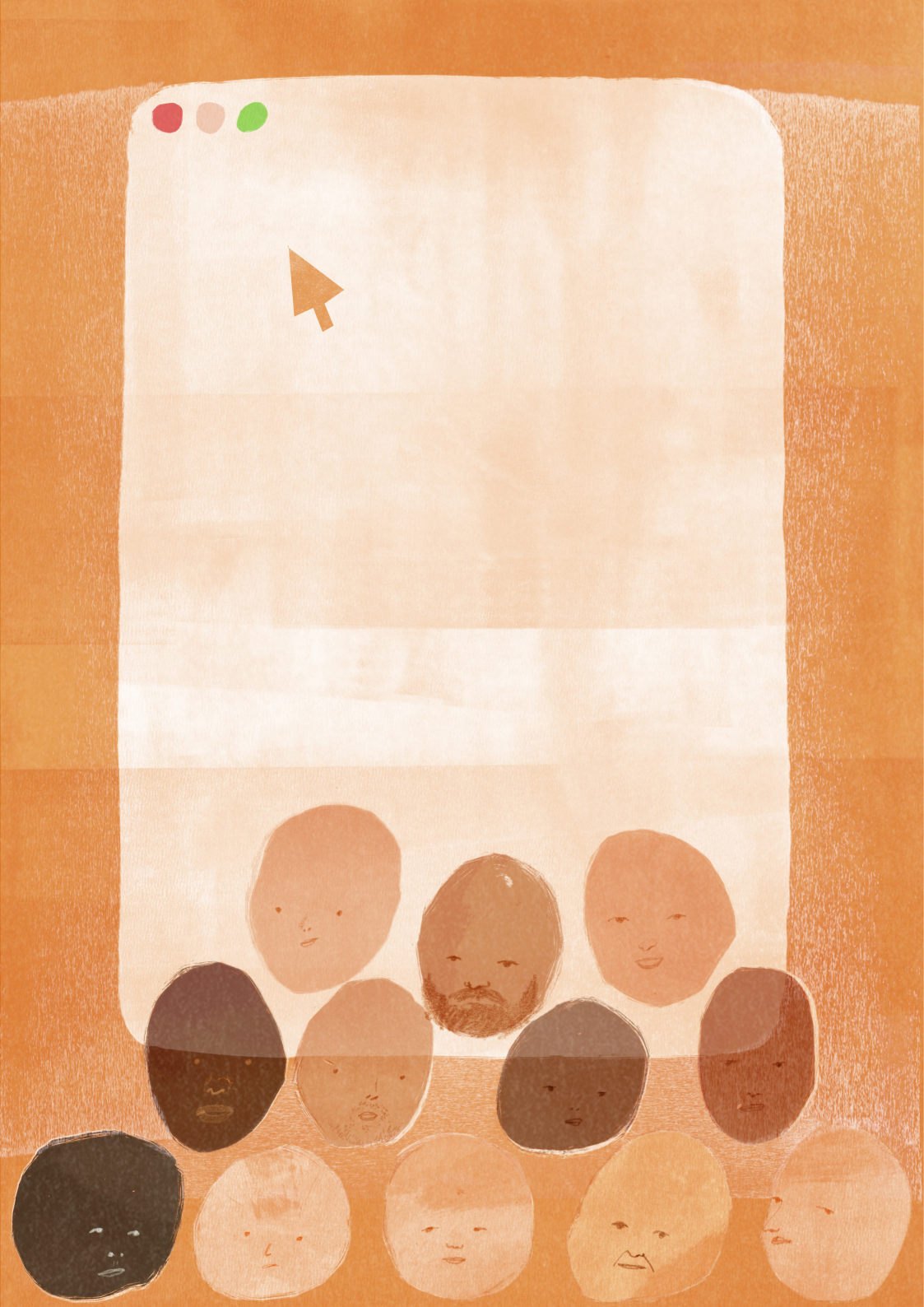
(November 2022)

Daniel Crow

Director 'a space' arts

We reject the state-manufactured acronym BAME and acknowledge the term 'people of the global majority' as 80% of the world's population are non-white peoples.

**Artwork by
Chenyue Yuan**



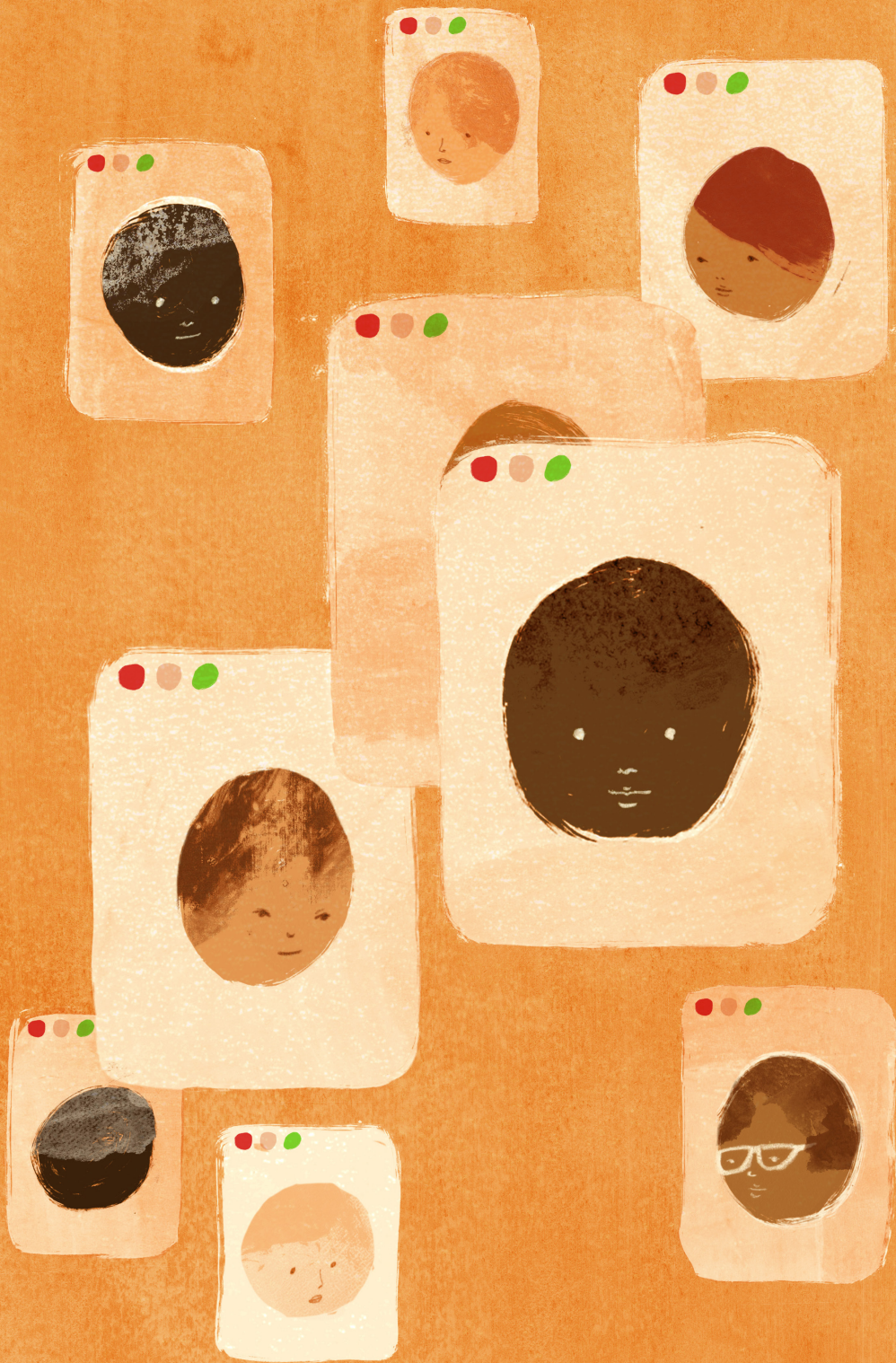
1.

Make our commitment to anti-racism public and ensure our Anti-Racism Action Plan is available online.



2.

Make our Anti-Racism Action Plan available in non-English languages and accessible formats.



3.

Advertise all roles within the organisation beyond our social media and pro-actively advertise to people of the global majority.



4.

Implement blind recruitment practices in our job application processes and remove barriers through requesting transferable skills and not high-level qualifications.



5.

Provide access to free mental health and well-being support for our workforce.



6.

Ensure our workforce has anti-racism training that includes Unconscious Bias training and Bystander training.



7.

Commit to increasing levels of representation of global majority people throughout our workforce, from board level to volunteer.





8.

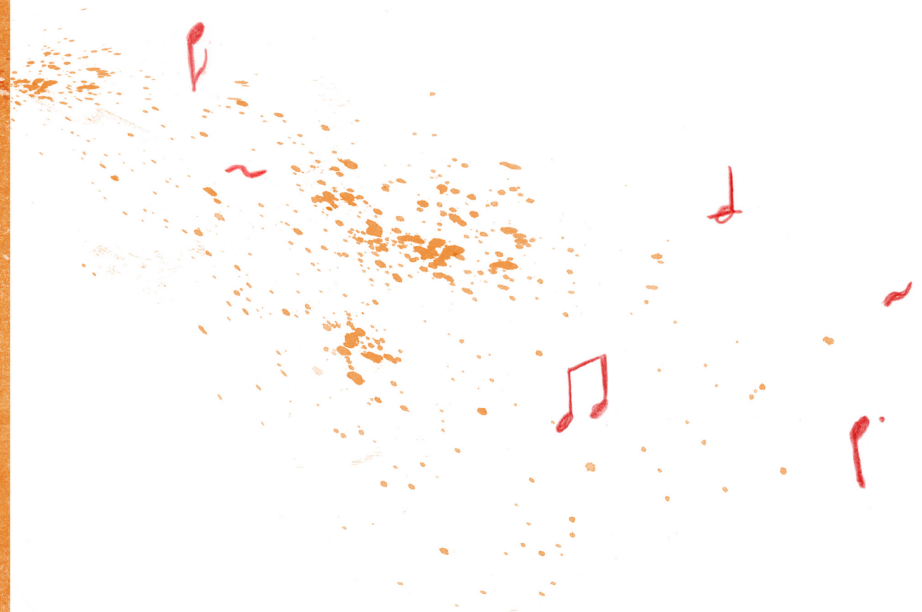
Partner with global majority-led organisations to source interns and advertise internships.





9.

Research and understand the pronunciation of names and preferred pronouns in advance of interviews, announcements and meetings (whether a name is used publicly or privately).





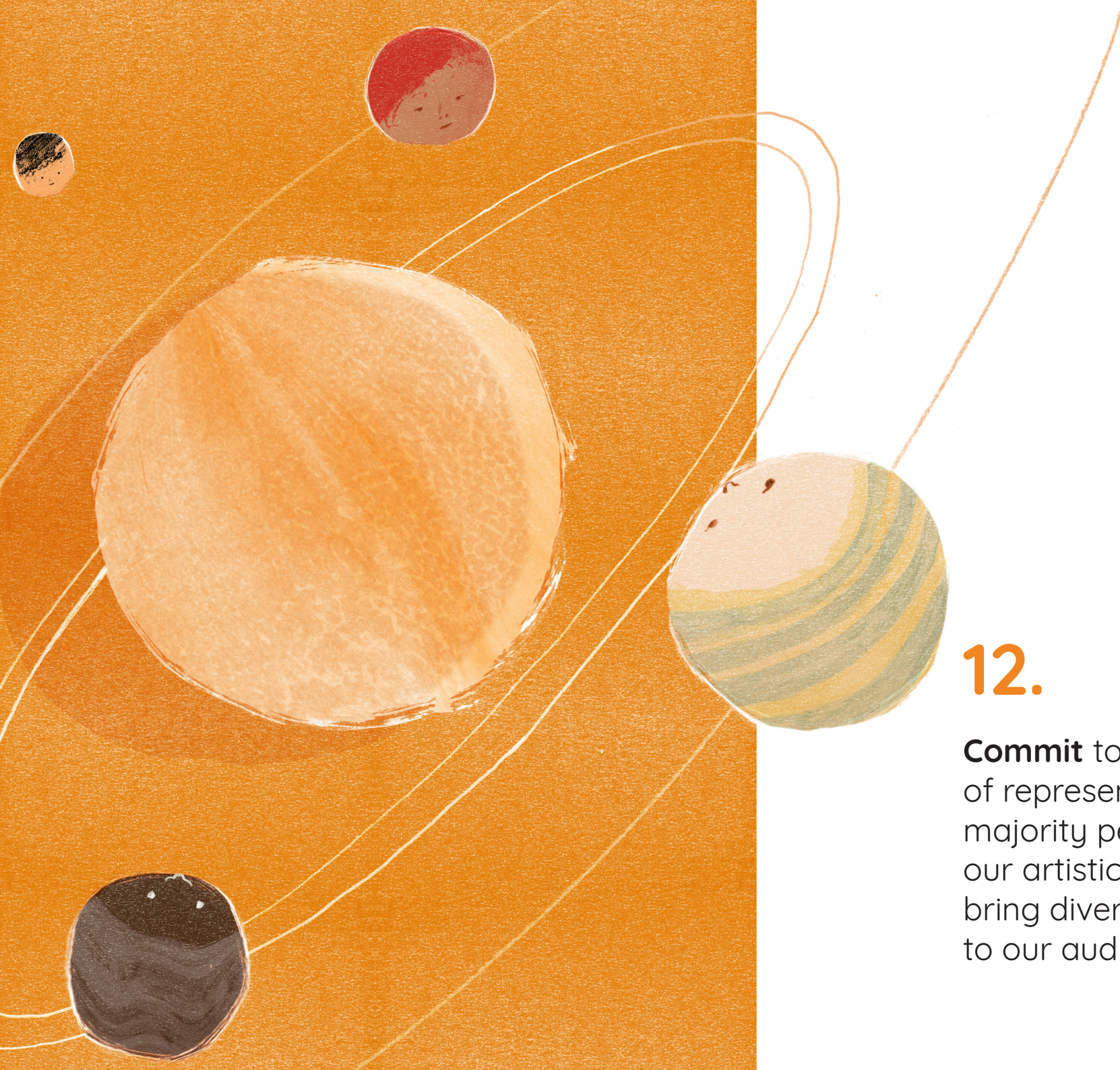
10.

Support global majority visual artists to make work about subjects that are important to them and not just about trauma or oppression.



11.

Remove barriers for global majority visual artists applying to and being selected for exhibitions and commissions.



12.

Commit to increasing levels of representation of global majority people throughout our artistic programmes to bring diverse perspectives to our audiences.



£1

£2



£2

£1



£1

£2



£2

£1

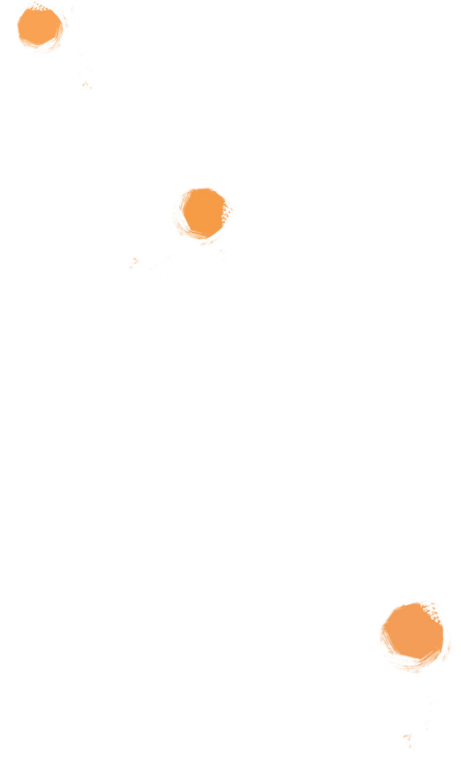
13.

Provide equitable budget allocation to all artists to deliver exhibitions and projects, regardless of their race or ethnicity.



14.

Ensure our Anti-Racism Action Plan is reviewed by global majority artists on an annual basis.



15.

Annually review these commitments and progress, along with visually communicating the results and findings.

Our projects

The following projects are examples of our ongoing work as a visual arts organisation to honour our anti-racism commitments as we look to continue to remove barriers and create greater opportunities for artists and people of the global majority.



Futures Forum

Futures Forum looks to create a safe and supportive environment for global majority artists at all stages of their careers.

Created to address the imbalance in the representation of global majority artists in Southampton's cultural offer and the wider arts sector, it provides a space for artists to share ideas, meet other creatives and hear from sector leaders.



Lucky Dip Bursary

The Lucky Dip Bursary scheme offers ten artists in the SO postcode £500 to fund the creation of a new artwork or activity, with the opportunity to exhibit at our flagship venue God's House Tower at the end of the project.

As part of our ongoing commitment to becoming an Anti-Racist organisation, five of the Lucky Dip Bursaries are offered annually to people of the global majority.



Hidden Histories

The Hidden Histories Trail is an ongoing walking tour which explores the diverse history of the Old Town's past, sharing the lesser known stories of the Black history of Southampton.

The trail invites audiences to learn more about Southampton's rich history and expand their knowledge of the diverse stories and voices that have shaped the city.

Our projects



Making Room Residency

The Making Room Residency aims to support the needs of and create greater accessibility for Southampton's visual artist community.

Recognising the many barriers artists face, the annual programme offers a three month funded studio residency for four visual artists who experience racism, come from disadvantaged socioeconomic backgrounds, identify as neurodivergent, disabled or D/deaf, or have caring responsibilities.



Exhibitions

As part of 'a space' arts programming, we continue to provide exhibition opportunities and commissions for global majority artists as part of the contemporary arts programme at our flagship venue God's House Tower.

2022 exhibitions include 'Gardez L'Eau' by Enam Gbewonyo and 'For My Only Love, Yours in Body and Soul' by Eburn Sodipo.



Find out more

You can find out more about the ongoing work 'a space' arts is doing to remove barriers and create greater opportunities for artists of the global majority by heading to our website.

[aspacearts.org.uk/about-us/
anti-racism-action-plan](https://aspacearts.org.uk/about-us/anti-racism-action-plan)



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