



## MINUTES FOR AAPTLE MEETING #19. TUESDAY 27th OCTOBER 2020.

Guest speaker: Amanda Parker (Inc Arts):

- Industry like wild west! Someone needs to be sheriff and tidy things up
- Systemic approach to changes
- What is it that we need to make the sector the most inclusive place of all?
- Clarity of focus to achieve inclusion
- Ink Arts working with big group of organisations
- Looking at inclusion of all through the eyes of ethnicity
- Advocacy today - based on evidenced based research
- Cohorts are all ethnically diverse
- Ally organisations willing to work with them
- Peer reviews and peer tested solutions
- Diversity focused companies then to be funded at lower levels - mostly without their own buildings
- Inc Arts first big research was: Cultural recovery from COVID through eyes of ethnicity
- The outcome was the creation of a very accessible document for people to use
- Recovery Fund: who got it - who didn't - why didn't you get it - why did you not apply?
- BAME OVER has been the biggest research and document: how do we talk about ourselves - what do we want to be called etc.
- Current focus on how we can persuade ACE to build in sanctions to make people and organisations comply
- Sector development: what are organisations doing? We also have provocations to the sector - some radical proposals that people can take on and see if they can make it happen. Systemic and embedded change.
- Also do UIB training: currently focusing on board training. How can people deal with incidences which occur? Help them be equipped to deal with complaints.
- Racism Conference this week: please sign up for part 3 through Eventbrite / SOLT
- What will help is for us as groups and associations to support and align ourselves with Inc Arts

Q&A:

Q: What is IA vision for back stage professions?

A: positions and roles that lead to leadership are our focus. Does not mean she won't talk to front of house or security - they have helped in those areas - but mindful that Stage Sight is there too and appreciative of their collaboration.

Q: What are their approaches /goals specifically in terms of arts?

A: why has film gone back to work and theatre hasn't? if you show the empty Eastenders set to people they see immediately what the problem is and are interested to invest. They are regarded through communal engagement and production. Complication with Theatre being split between commercial and subsidised: when money involved more ability to test and explore and then others can copy and adopt. Netflix introduced huge change around inclusion - they have the money to do it but also have a quick turn around.

Sensitivity, support and care for individuals in sector has get better - people hold on to roles for 20 odd years - so the turn around and the ability to instigate change takes too long. Provocation - economic approach to inclusion: financial rather than moral: invite organisation and look at budget line and set a small line towards inclusion for one month. This is proving super challenging to some people. A financial approach to thinks within the sector sits somehow at odds with theatre.

Q: Brought up difference of proportion of diversity in different parts of the country. Are you thinking of reflecting that?

A: Art orgs should be like any other sector - reflect demography of the area as base. But ethnicity is much higher in certain roles like cleaning - which is wrong. You need to look at the figures and also who is in the workforce and who is engaged on board level. It's about the culture of welcome. It's about inclusion . Should not mean that one person on the board who is black should also be the person who is disabled or from a different religion etc. Should not be there because they tick a box - that is very wrong. If an org is small you can't make one leave to be replaced with someone from another background - you should link up with other organisations to even out the imbalance.

- Culture of Welcome!

Q: Can you expand more on how this could work. Willingness to produce seems to come from ground floor - from us freelances - not like in film where it comes from money. Why are we a Wild West? Can you explain how this manifests?

A: Talking about regulation in any industry - people say it slows stuff down. If you talk about rationalisation: imperative to put on a show by any means we can - we work too fast - drive over people's toes - and the process around creativity is left by the side. So thinking and care fall by the way side. It's all about: Who is ready, who is available, who always delivers... and that is what makes it into the wild west - it is not considered. It is crazy to work like that. We need free creativity - this will lead to more inclusive outcomes. It's the speed why we don't do the rationalisation bit - what did we do before - should we be doing this - why are we doing this... ? If someone has created a model already why are we not using it? Why in theatre can't we co-created?

Q: Data and it's importance: the 70% freelanced workforce has become hyper aware during this time - do you feel we have enough data on inclusion of any workforce employment patters - do we have this - or is that something we can help with?

A: ACE's data is problematic. They know it is purely building based. So it does not include freelancers - and does not show the sector at all. Fundamentally this research should not be done by ACE - absolutely not. Audience data gathering is not helping the arts council. Should the research be centrally gathered - No. You have to have trust and care and believe the data is used to do good - otherwise people will not take part in the survey. This is why it should not be done by ACE. System invites you to screw the data. Max - as a freelanced workforce we leave no trace - it is disposable so how can we make it visible?

#### SLACK TUTORIALS:

- Has anyone tried - are they helpful? Very positive reports back!

#### Questions for BECTU visit:

- Get Bectu to explain a bit more what they are
- How many people are aware of which people are being made redundant through covid?
- What is the plan for new deal for freelancers?
- Comparison to tv and film
- Is pay lower since COVID?
- Make sure not take too many steps backward
- Devision sorting practice - people are put into wrong sector.
- Nick hoping to get together Saturday morning 10am - if anyone is interested in talking about those question for Bectu meeting?

- PMF (meeting chair) very happy to read out those questions but if someone else wants to do it that then please say (Catherine?)

#### **NEXT WEEK'S MEETING MOVE TO WEDNESDAY 4th!**

#### IPSE

- Not a union but another association. For self employed not just in theatre. They are lobbying a lot and are very interested in linking with the sector. They are very keen to come and meet with us.

#### UNCONSCIOUS BIAS TRAINING:

- Two offers in Slack - similar courses for similar costs
- How many people are signing up? We need the numbers.
- Talawa fully booked until next year.
- Chicken Shed will be available before Christmas
- Put numbers in Slack so we can get total number of participants

#### SLIMMING DOWN MEETING SCHEDULE:

One every two weeks? Put Helen and IPSE on 4th and then skip 10th so we can all go to the Inc Arts Conference.

Update: Peter Thompson from IPSE can't come on 4th. He and his colleague Andy Chamberlain their director of policy could come on 17th November, if that is OK. They only need 30 mins (20 min talk and 10 mins questions)

#### BACKSTAGE NICHE:

Conversation to be picked up with Backstage Niche, for invitation to the group

#### AAPTLE:

- AAPTLE statement - how can we take it further?
- Do we need rate cards or lists of what a minimum payment is for each profession to refer to?
- Each profession could create a shorter version specific to their profession to use in negotiations. This can help to not feel like you are on your own or the aggressor but people can point to it as something they have signed up to. (ALD already had one positive result this way)
- SC looking at rates and working on it and encouraging all to do the same. Also all this feeds into BECTU and where the unions are failing us.

#### AOB:

Video Code - please all join the VC and SC meeting this week. Please all tweet about it.

SMA: Education outreach - link in chat. There are open sections on the SMA platform - everyone is welcome.

**Next meeting: Wednesday 4<sup>th</sup> November. 12.00pm. Host: PMF Guest: Helen Ryan (BECTU)**

#### Actions:

- **NEXT WEEK'S MEETING MOVE TO WEDNESDAY 4th!**
- Continue BECTU question prep on Sat morning (link in Slack)
- Conversation to be picked up with Backstage Niche
- Organise a time for IPSE to come and speak to the group (update: 17<sup>th</sup> Nov for 30 mins)
- Collate numbers in Slack for Unconscious Bias Training

