

## Equality, Diversity and Inclusion

### What we have done so far

#### April 2022

#### Audience Development

- In 2021 we relaunched our Under 30s ticket which gives anyone aged 18-30 access to our exhibition programme, collection and displays for £5. The scheme aims to increase visits from younger audiences within our priority boroughs to 10% of our ticket profile by the end of 2021, and has a target of 5000 sign ups by April 2022.
- The Gallery has secured funding from the Esmée Fairbairn Foundation for a community-led action research project which aims to discover new ways for Old Master paintings to connect and speak to contemporary society. You can find more information about the project [here](#).

#### Programming

- The Gallery is working with the Tessa Jowell Health Centre to commission four new artworks for different spaces within the centre. Working collaboratively with local partners each round begins with an open call of submissions of interest reviewed by a diverse panel of judges. Winning artists/collectives work collaboratively with service users and staff from the centre to develop and deliver the design.
- The Gallery is a co-mentor with Bold Tendencies on the [I Create](#) artist research and development fund for Black, Asian and Minority Ethnic artists in Southwark. It has been developed as part of Southwark Stands Together, Southwark Council's commitment to tackling racial inequality.
- We have just announced Unlocking Paintings (2022-24), an ambitious series of displays that will present new perspectives on the Gallery's collection, inviting artists and audiences to interpret historic themes for contemporary visitors.

#### Building

- A new cross departmental working group has been established to look at access across the site, with an aim to complete an access audit by summer 2022. The group will also lead on supporting the Gallery to become a Dementia Friendly Venue.

#### Workforce, Governance and Volunteering

- We have reviewed and standardised our recruitment process across the organisation covering workforce, governance and volunteering roles to ensure they are fully inclusive and shared as widely as possible. This has been informed by learning and training from the [Weston Jerwood Creative Bursaries](#) scheme and our work with community partners as part of the National Lottery Heritage funded Journeys project.
- The trustee board now includes an EDI representative and EDI updates are given at all board meetings.
- All staff members are now set an EDI objective which is reviewed each year as part of the standard appraisal process.