

Black Lives Matter: A Follow Up Statement

Last week we released our [Curatorial Statement](#) that made clear our stance around many of the subjects of systemic racism that run deep within the visual arts and our wider culture sector.

Within our previous statement (published on 05/06/20) we spoke about the problems that are prevalent in our sector, some of which are problems that we ourselves have not adequately addressed in the past years. We felt it was important to make an initial statement of solidarity and to then spend the last week working collectively to educate ourselves, identify the areas where we can instigate change and to help understand where best to focus our energy.

We now feel it is important for us to outline the ways in which we are going to more urgently address issues of racial inequalities within our organisation and programme.

We will:

- Continue our commitment to work with Black artists and POC across our artistic programme
- Establish local and national partnerships with BAME-led organisations, collectives, artists and creative practitioners, to make our space and programme actively anti-racist.
- Provide unconscious bias training for all staff and trustees and ensure it is part of the induction process of any new member of the team
- Continue the work of diversifying our staff and board membership
- Ensure that we avoid any form of exploitation and pay all of the artists and creative partners a fair and correct rate
- Review our Equality, Diversity & Inclusion Plan, ensuring we are delivering on our aims
- Ensure we are transparent and open, allowing us to be held accountable to the public
- Publish information on our programme, access to opportunities and organisation to allow everyone to measure us against our stated ambitions

We have spent time looking into the areas where we see the most pressing need for change. We have found that in the last year only 17% of applicants to our job vacancies and 6% of applicants to our open call opportunities were from Black individuals and POC. We need to work with other organisations and partners to understand how to implement a change here. Black artists and POC are better represented and supported through our artistic programme, making up 40% of our commissions and 23% of our events in 2019, but there is still work to do.

To state our commitment to organisational transparency, we are subsequently releasing information around our programme, recruitment and organisation that can be used as a way to measure whether we are delivering on the steps that we have outlined. This information can here found [here](#).

As an organisation that holds some degree of influence on our local and regional community, we are committed to an open dialogue and need to be held accountable. If you think we are not delivering on our promises, or simply wish to comment, then please let us know.

Dave, Sunshine, Jeanine, Adrian, Annalisa, Annie, Matthew, Mir & Rose

Bloc Projects

#BlackLivesMatter