

# STATEMENT OF INTENT

*'Not everything that is faced can be changed, but nothing can be changed until it is faced.'*

JAMES BALDWIN

**We commit to facing and understanding our historic bias and racism, and to making the necessary changes to become an anti-racist, pro-equality organisation. We acknowledge that to be anti-racist is to take positive, conscious and intentional action against racism.**

As Trustees of Shakespeare's Globe we are proud of the work undertaken by those involved in our Higher Education and Research programmes, our Theatres, the engagement with our diverse communities and young people. The aim throughout has been to create a culture and environment in which everyone's experience at Shakespeare's Globe is equal, inclusive and equitable.

However, it is now clear to us that to realise our stated mission of providing Shakespeare for all then we must better understand, challenge and seek to eradicate systems and structures that have affirmed, perpetuated or supported inequalities and inequities.

In short, we have more work to do and we commit to doing it.

This statement is proposed to extend beyond our organisation to reach our local, national and international communities of artists, students, audiences and visitors, and give all people equal respect, dignity and opportunity.

## **Here is our intent:**

1. Through our ongoing strategic review of the Globe we will consult more widely with staff, practitioners and other relevant stakeholders about our anti-racism, pro-equality policy and values, as we reimagine the organisation's short- and longer-term future.
2. As an iconic and leading cultural organisation, we recognise our responsibility not only to learn and grow, but also to contribute artistic work and education programmes that illuminate and challenge the many ways in which conscious and unconscious bias, racism and oppression operate, and proactively work towards their eradication.
3. The proposed eradication will extend throughout the organisation, with particular attention to our culture, values, processes of recruitment, appointment and auditioning, mentoring and succession planning, and support of and engagement with people.
4. We will proactively diversify our workforce with particular attention to ethnic minorities and black representation across all areas of work and programming.
5. We will identify necessary actions to make positive change towards becoming an anti-racist, pro-equality organisation, with a commitment to measuring progress and providing appropriate transparency.
6. We will pursue stated actions vigorously, led by Senior Management, with the Board of Trustees having oversight of and accountability for the progress made on identified improvements and actions based upon our shared values.

This statement of intent is a precursor to a policy and a plan of action which will be shared with colleagues, practitioners and wider stakeholders with the recognition that in order to make lasting change these decisions should so far as is practical, be informed by the experience and voices of those who work with us.

These organisational commitments are of profound significance and we are committed to positive change.