

Take One Action Film Festivals

Equality, Diversity and Inclusion Policy

Issued February 2021 ; reviewed July 2021 – due for review December 2022

‘Everyone has the right to freely participate in the cultural life of the community.’
Universal Declaration of Human Rights

Take One Action Film Festivals (TOA) are committed to embedding equality, diversity and inclusion (EDI) into all of our activities and working practices. We recognise our role in contributing towards a vibrant, inclusive and accessible cultural landscape in Scotland and our responsibility in challenging systemic forms of oppression and barriers to inclusion. This strategy and action plan outlines the organisation’s commitment to meeting and exceeding our duties under the Equality Act (2010), employing and promoting best practice in relation to our core organisational operations, the language we use to communicate and the festivals, events, projects and opportunities we initiate.

In broad terms, we define our commitments as follows:

- Equality: a commitment to recognising and actively working towards the removal of barriers to access for employees, volunteers, trustees, guests, audiences and all those who contribute to our events.
- Diversity: a commitment to ensuring that differences are recognised, respected and valued, evidenced in part by championing representation of diverse lived experiences, on and off screen.
- Inclusion: a practice and approach that ensures people (audiences, filmmakers, event contributors, staff and volunteers and the wider community) can not only take part in our activities, but can do so on terms they are able to set for themselves.

TOA will continue actively advocating for an increased awareness of and commitment to anti-racism, equality, diversity and inclusion at all levels within our organisation, across our programming and among our networks. We commit to working actively and collaboratively to ensure that the voices, creative and curatorial practices of marginalised, under-represented or otherwise silenced communities are valued, respected and celebrated across our activities. We are also committed, beyond our legal obligations, to a proactive promotion of equality of opportunity in all aspects of employment (including volunteering).¹

To help Take One Action meet these commitments, we have formulated an Equality, Diversity and Inclusion Action Plan to guide our activities – see following pages.

¹ Please see our Equal Opportunities policy and Safeguarding Policies for further information

Take One Action Film Festivals

Equality, Diversity and Inclusion: 2021-23 Action Plan

OVERALL STRATEGY

- Centre care, cooperation, respect and accountability in all our interactions, projects and activities.
- Embed EDI into our programming and the planning of all our events (e.g. diversity of filmmakers and event contributors, venues and other access considerations, incl. marketing and promotion methods).
- Continue to collaborate with stakeholders and with colleagues in and beyond our sector to share best practice, toolkits and resources, actively implementing learning from toolkits such as SQIFF's Deaf and Disability Access Guide or the Dismantling Structural Inequality in your Cinema toolkit developed by Sadia Pineda Hameed for BFI FAN).
- Finance research to map gaps in provision, to better resource community organisers, campaigners and participatory arts practitioners in their access to and use of social and environmental justice film, and ensure our activities meet the needs of the communities we seek to engage with.
- Continue to take proactive measures to promote opportunities (volunteering, events participation, community ticket fund etc.) to disability support groups, groups set up by and working with people from marginalised backgrounds, LGBTQI+ groups, groups active in areas of multiple deprivation or rural isolation and monitor the accessibility of the information we provide.
- Continue to refine and improve monitoring, data collection and analysis of attendees and contributors at Take One Action events – and evaluate against targets.

KEY ACTIONS AND COMMITMENTS

To implement this strategy, we commit to the following actions over the next two years:

PROGRAMMING

- providing a platform for under-represented and marginalised voices at our events and on screen (by championing films from the Global South, films directed and produced by filmmakers with direct links to the communities represented on screen, filmmakers from Black, Indigenous, Minority Ethnic or Refugee backgrounds, female filmmakers and filmmakers from minority genders and sexualities – see programming targets, below);

PARTNERSHIPS

- devoting more capacity and funds to support community and grassroots groups in devising and delivering community-based screenings and events, especially in areas of economic deprivation – and, once in-person events can be delivered safely, prioritising events incorporating food sharing and multi-arts programmes (e.g. spoken word, music...);
- (by 2022) employing a year-round (0.8FTE) Community Engagement and Access Officer to ensure that our programming is not only accessible to more diverse audiences but, crucially, that it is planned, devised and delivered in close collaboration with the communities it aims to engage. (Consideration will be given to potential additional access measures such as subtitling films and issuing our marketing materials in other languages.)

EVENTS

- creating accessible marketing materials in print and digital form;
- engaging with Scotland’s D/deaf community (increasing access to live and online events and films through the provision of captioned screenings and BSL interpreters and working with an Access Coordinator to ensure our approach is coherent and meaningful – i.e. reflects or exceeds best practice);
- engaging with Scotland’s blind and visually impaired audiences (providing access to audio-described screenings);
- continuing to price tickets on a “sliding scale” for all events, based on a “pay-what-you-can” approach;
- providing free tickets to online and theatrical screenings / events to groups that work with communities who may face barriers to access due to financial, social or cultural circumstances or disability (Community Ticket Fund);
- complementing the Community Ticket Fund with travel bursaries, childcare support and a Digital Data Access Fund for online activities;
- prioritising working with venues that are fully accessible and that provide gender-neutral facilities.

OPERATIONAL STRUCTURE

- opening up our team to welcome new programmers and board members – prioritising applications from applicants marginalised due to race, sexuality, age, gender identity, socio-economic status or disability;
- reviewing all job descriptions and recruitment language to ensure that all listed requirements and expectations are both absolutely necessary and directly relevant to the role, and that application methods are more inclusive (e.g. by video, where relevant);
- ensuring that all opportunities within the organisation (freelance/PAYE employment, board level or voluntary) are advertised widely, with a particular focus on proactively reaching out to currently under-represented voices (e.g. disability groups, refugee support groups, LGBTQI+ networks, organisations supporting people experiencing marginalisation or living in poverty ...);
- privileging PAYE roles over long-term freelance appointments (in consultation with applicants and appointees over their preferences);
- offering childcare support for all event contributors and facilitators and paying a participation fee for all non-salaried contributors.

TARGETS

We have set ourselves the following minimum targets for the next two years, across our activities:

AUDIENCE PARTICIPATION

(targets informed in by 2011 census data for Scotland and by our own ambitions)

- 50% individuals who identify as female or from minority genders
- 10% individuals who identify as disabled
- 15% individuals who identify as LGBTQI+
- 15% individuals who self-identify as being on a low or no wage
- 10% individuals who identify as belonging to other marginalised backgrounds, such as refugees
- 30% individuals aged 29 or under

FILMS

- 50% of films programmed to be directed and/or produced by individuals who identify as female or minority genders
- 20% of films programmed to originate (production / director) from the Global South
- 25% of films programmed to be directed by individuals directly linked to the communities whose stories are depicted on screen
- 85% of films to be captioned
- 90% of short films added to our Global Film Directory to be captioned

EVENTS

- 50% of event contributors to be individuals who identify as female or minority genders
- 25% of event contributors identifying as members of marginalised communities
- 40% of live events to be captioned

MEASURING OUR PROGRESS

- We will evaluate recruitment, programming and participation (collaborators, audiences, volunteers, event contributors) data against our targets, adding and refining data as collection practices and processes improve.
- We will share this data with our key partners and will use this as a basis for identifying and adjusting future strategic priorities.