

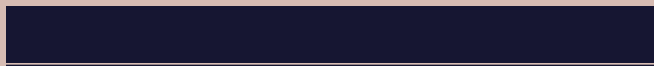
EQUALITY, DIVERSITY & INCLUSION STRATEGY & ACTION PLAN

2023-2025

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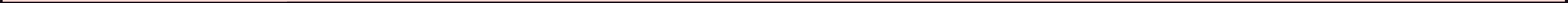
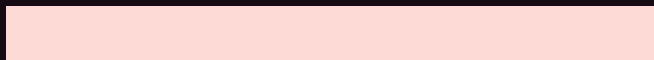


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Why?

At YDance, our Equality, Diversity, and Inclusion (EDI) strategy underscores our dedication to fostering an inclusive space that celebrates diverse voices in dance. This commitment is essential for creating a more equitable environment within our organisation and inspiring positive change in the broader dance community, driving innovation, creativity, and resilience.



What?



When it comes to equality, diversity & inclusion at YDance, we align with the **Equality Act 2010** –it's the British law that fights discrimination and pushes for equal opportunities, highlighting nine protected characteristics:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race (including colour, nationality, and ethnic or national origin)
- religion or belief
- sex
- sexual orientation

But life is diverse, and beyond these legal lines, many 'characteristics' face unfair treatment, leading to inequality.

Treating everyone with respect and ensuring inclusion isn't just about those protected by law; it's about acknowledging and embracing diverse experiences and perspectives.

This strategy is all about making sure YDance is a place that's not just diverse, but inclusive and vibrant in every way.



Our EDI Vision

We believe that dance should be accessible to everyone in Scottish society. Everyone should find a home within dance, irrespective of their background.

Our Past & Present

A staff working group was initially formed to create the EDI Action Plan in 2015.

Since then, EDI has become embedded into all of our:

- strategic planning
- project level planning
- monitoring and evaluation
- recruitment practices
- staff training & development
- and our engagement with young people, partners, funders and communities.



Our priorities

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Unite: Cultivating EDI in Our Workplace

2

Amplify: Accessible Opportunities for Young People in Scotland

3

Collaborate: Community Engagement and Partnerships

Our progress against each of these priorities will be detailed in our annual impact reports, which are available to see on our website:

www.ydance.org

Action Plan

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1. Unite: Cultivating EDI in Our Workplace

YDance is committed to encouraging equality, diversity and inclusion among our workforce, and eliminating unlawful discrimination. Our aim is for the YDance workforce to be truly representative of all sections of society, and for each employee to feel respected and able to give their best.

We will do this by:

- Adopting inclusive recruitment practices which prioritise clear communication of our commitment to Equality, Diversity, and Inclusion (EDI). We will employ blind recruitment to reduce biases, ensure diverse panel representation, and gather anonymous candidate feedback. Our job descriptions use inclusive language, and we offer flexible work policies to accommodate diverse needs and attract a broad range of candidates.
- Continuous review and development of inclusive policies that emphasise YDance's commitment to diversity, ensuring all current employees feel valued and supported.
- Ongoing training to educate employees on the importance of diversity and inclusion, creating a shared understanding and commitment across all levels of the organisation.
- Continued confidential and accessible feedback mechanisms, such as regular check-ins, to allow employees to voice concerns, share experiences, and contribute to the continuous improvement of YDance's EDI initiatives.
- Recognising and celebrating the diverse contributions of employees through regular spotlights and acknowledgments, fostering a sense of belonging and pride within the workforce.

Success Measures:

- Ensure 100% completion of EDI training for all employees within the next 6 months.
- 95% employee satisfaction rating as measured through surveys within the next 12 months.

Action Plan

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2. Amplify: Accessible Opportunities for Young People in Scotland

YDance is committed to expanding and enhancing accessibility to dance opportunities for diverse groups of young people in Scotland. We will develop programmes, partnerships, and initiatives that ensure equitable access, representation, and participation, fostering a love for dance in all communities.

We will do this by:

- Developing dance programmes tailored to the unique needs and interests of various communities within Scotland, ensuring inclusivity and relevance to a diverse range of young people.
- Forging strategic partnerships with community organisations, schools, and youth groups to expand the reach of dance opportunities and create collaborative initiatives that resonate with local communities.
- Utilising multiple platforms, both physical and digital, to make dance programmes accessible to a wide audience. This includes exploring online resources, outreach initiatives, and partnerships with community spaces.
- Establishing a diverse Youth Advisory Group to actively involve young people in the decision-making process, ensuring their voices shape the design and implementation of dance programmes.
- Implementation of robust evaluation processes and feedback mechanisms to continuously assess the impact of dance programmes on diverse groups. This will inform ongoing adjustments to better meet the evolving needs of young people in Scotland.

Success Measures:

- Ensure that 60% of programme decisions are directly influenced by the Youth Advisory Group within the next 3 years.
- Achieve a 20% growth in participation rates among traditionally underrepresented groups of young people within the next 12 months.
- Achievement of a 95% satisfaction rating from participants across all of our programmes.

Action Plan

3. Collaborate: Community Engagement and Partnerships

YDance is committed to strengthening community engagement and collaboration initiatives. Building meaningful partnerships with local communities, schools, and organisations to understand their unique needs, and co-create programmes that promote diversity, empower local voices, and make a positive impact on the wider community.

We will do this by:

- Identifying and establishing partnerships with local community groups, schools, and organisations that align with YDance's values and objectives, fostering collaborative efforts to address shared goals.
- Co-creation of diverse dance programmes with community input, ensuring they reflect the cultural richness and needs of each community. This includes workshops, events, and performances that are meaningful for local audiences.
- Implementation of initiatives that empower local voices within the decision-making processes of YDance. This may involve creating steering groups, mentorship programs, or platforms for partners and communities to contribute to strategic planning.
- Developing partnerships with schools to integrate dance education into the curriculum, promoting the benefits of dance as a creative and inclusive outlet for students.
- Establishing mechanisms to measure the impact of community and partner engagement initiatives, regularly reporting the outcomes to stakeholders. This transparency will reinforce accountability and highlight the positive contributions made to the wider community.

Success Measures:

- Increased local participation in our decision-making.
- 100% transparency in reporting, with all impact reports made accessible to stakeholders within two weeks of completion.
- Forge partnerships with at least 5 new community organisations, schools, or youth groups within the next 12 months.

Looking ahead

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Long-Term Goals

Over the next decade, we aim to establish YDance as a beacon of inclusivity, setting industry standards for fostering diversity and equality. This includes expanding our outreach, forming deeper community connections, and continually evolving our programmes to meet the ever-changing needs of a diverse society.

Commitment to Continuous Improvement

Our EDI strategy is not a static document; it's a living commitment to progress. We pledge to continuously assess, adapt, and enhance our initiatives in response to emerging challenges and opportunities. The landscape of diversity and inclusion is dynamic, and we are committed to staying at the forefront of positive change.

Employee and Community Empowerment

Our journey towards a more inclusive future is a collective effort.

We encourage ongoing involvement from our employees, community partners, and stakeholders. Your voices are crucial in shaping the direction of our EDI initiatives, and we remain committed to creating spaces for collaboration, dialogue, and shared decision-making.

Celebrating Success

As we progress on this journey, we will take the time to celebrate milestones and successes, both big and small.

Recognising the efforts of individuals and teams who contribute significantly to our EDI goals is an integral part of fostering a culture of appreciation and inclusivity.


Next Steps

In the immediate future, we will focus on implementing the specific initiatives outlined in this strategy. These steps mark the beginning of a new phase in our journey, and we are excited about the positive impact they will bring.




Invitation for Feedback

We value diverse perspectives and believe in the power of feedback. We invite our employees, community members, and stakeholders to share their thoughts, suggestions, and concerns as we collectively navigate the path ahead. Your input is invaluable in shaping the future of our EDI initiatives.

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