



Equity, Diversity and Inclusivity

CHEAD's EDI Values

We uphold the core value of social justice and promote art and design as a catalyst of social change.

As artists and designers we bring our innovation to challenge structural inequalities and support antiracist activism.

We support and advocate for creative leadership in Art and Design to promote social, economic, racial and environmental inclusivity.

CHEAD's EDI Strategic Aims 2020

CHEAD aims to mainstream Equity, Diversity and Inclusivity as a core value in order to effectively promote and advocate for social change and antiracism across the sector and beyond.

- We aim to foster community cohesion and belonging in the creative sector and beyond.
- We foreground and promote wellbeing and compassionate pedagogies in art and design.
- We respect and celebrate the diversity of our backgrounds, cultures and actions.
- We promote dialogue, reflection and innovation to activate meaningful, structural and sustainable change.
- Our EDI strategy upholds the Public Sector Equality Duty Objectives and the Equality Act 2010

CHEAD's EDI Objectives 2020-21

Our EDI strategy sets out clear objectives (to be reviewed annually) and how these objectives will be implemented, with clear timeframes, targets and leads.

We will continually evaluate the challenges/barriers, strengths/successes in achieving the following objectives in the sector:

- Focus on events that support the development of curriculum innovation to enhance anti-racist, intersectional and compassionate pedagogies.
- Offer inclusive specialised training in creative/disruptive leadership to enhance diversity in the HE sector.
- Advocate for policy and strategy that promotes social and economic inclusivity.
- Support the diversity of the current as well as the next generation of researchers and scholars.
- Offer intersectional anti-racist networking opportunities and promote partnerships.

CHEAD's EDI Strategic Governance Objectives 2020-21

- Strive towards having a diverse trustee membership and governance.
- Foreground events and networking that promotes social change.
- Develop a working definition and framework for anti-racism in order to prioritise anti-racism activism.
- Promote and advocate CHEADS core values of social justice across the sector and beyond.
- Develop meaningful partnerships with organisations that actively promote our values.



9 month Actionable Objectives 2020-21

- Develop an event to promote and advocate for the Race Equality Charter.
- Partner with an expert external partner.
- Develop Leadership training for Senior/ Executive Leadership to promote and support inclusive antiracist leadership and white allyship.
- Develop a compassionate pedagogies toolkit – available on the CHEAD website.
- Develop dedicated leadership training for staff from diverse backgrounds to step into senior roles.
- Actively promote up-coming Trustee roles to be taken up by candidates with diverse and broad-based experiences and perspectives.

Objectives will be aligned to measurable performance indicators and published on the CHEAD website.

