

Culture

Leicestershire

**Heritage, Libraries, Collections,
Learning and Participation**

Creating space to spark imagination,
celebrate communities and enhance wellbeing



Investment Principles

Investment:

the action or process of entrusting time, money or resources

Principles:

a fundamental truth or proposition that serves as the foundation for a system of belief or behaviour

To achieve the ('Let's Create') Strategy's three Outcomes... Arts Council England and the organisations and people we invest in will need to change. Our four Investment Principles will help steer that change. We believe that organisations that are committed to applying them will be better able to deliver the Outcomes, and to provide greater benefit to the public...

... their work will be valued by their communities, creative practitioners and partners.



Investment Principles

- Arts Council England invests £260,999 in us each year.
- Partly because we are a high-quality service that delivers a great culture offer.
- Partly because our programme of cultural activity helps them deliver their 'Let's Create' Strategy.
- But also, because we **share** their **principles** of
 - Dynamism
 - Inclusivity and Relevance
 - Ambition and Quality
 - Environmental Responsibility



Inclusivity and Relevance

- At the heart... is a commitment to achieving greater fairness, access and opportunity across the cultural sector.
- We want England's diversity fully reflected in the individuals and organisations we support and the culture they produce.
- Actively nurture inclusive organisational workplaces which value and develop the talent of all the people we work with, including freelancers and employees.
- Foster safer workplaces where harassment and discrimination are challenged and eliminated.

The Principle is based on three 'pillars'...

Inclusivity and Relevance

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- **The Creative Case for Diversity:** The sector's programmes and activities reflect the culture and talent of creative practitioners drawn from all backgrounds.

What Have We Committed to Do?

- We have a **three-year ambition** to:
 - Confidently embed the practice of community collaboration, co-design and delivery throughout what we produce, present and collect
so
 - by the end of the programme, we have made positive steps to address gaps in representation
and
 - have a clear plan for how to continue that work and make it sustainable in the future.

What Have We Already Achieved?

- Consulted with communities and creative practitioners to create the [Community Connectors Network](#) representing the diversity of the people of Leicestershire (especially those not reflected in our governance, leaders or workforce) who can now support, advise, challenge and advocate for our activities



What's Next?

- This year we will continue to develop the awareness, skills and confidence of our teams, volunteers, creative practitioners and governance groups...
- ...to ensure that our services are better able to support, advise, challenge and advocate for equality and diversity and embed these principles in our services and workplace culture.
- We will achieve this by understanding what skills we have already...
- ...where we need to be more confident...

How will we do that?

- Establish a service-wide team to lead on Equality, Diversity and Inclusion and workshop our needs to create the Development Plan 2024-27.
- Identify opportunities to empower Community Connector representatives and Cultural Youth Forum representatives to support their peers to contribute to shaping the EDI plan.
- Deliver a 'Diversity in Cultural Services' Seminar for staff, volunteers and stakeholders to reflect on the challenges, experiences and case studies from across our own services and from other parts of the cultural sector.

What Do We Need to Know?

- Understand our audiences:
 - Who uses our services and are we getting it right?
 - Who doesn't currently use our services and what can we do to fulfil their needs?

The Audience Data Strategy (Dynamism Investment Principle) will help us to do this.

- Understand ourselves:
 - Who are we? What is the diverse nature of our team?
 - How do we support the development of our teams?
- Explore what we mean by Equality, Equity, Diversity and Inclusivity and how we demonstrate our relevance.
 - Benchmark the Council's and our Services' existing response to the challenges of Equality, Diversity, Inclusivity and Relevance

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