**Rendez-Vous dance Ltd - Anti-Racism Policy : July 2023**

*‘Black people do not need allies. We need people to stand up and take on the problems borne of oppression as their own, without remove or distance. We need people to do this even if they cannot fully understand what it’s like to be oppressed for their race or ethnicity, gender, sexuality, ability, class, religion, or other marker of identity. We need people to use common sense to figure out how to participate in social justice.’ –* ***Roxane Gay (author of Bad Feminist)***

Rendez-Vous dance Ltd considers anti-racism to be a core value of our organisation. Thanks to the critical work of the [BLACK LIVES MATTER](https://blacklivesmatter.com/) movement we have been assessing how well we live up to those principles.

Rendez-Vous dance Ltd cares about all past, present and future staff, artists, audiences and participants and we want EVERYONE to feel safe with us. We want you to feel that you are part of our story. We want you to feel that you are a valued in every one of our engagements

Our statement of action is adaptable and open to criticism or feedback and ongoing positive change, and as an organisation currently led by white people, we don't always see the ways that the systems of institutionalised privilege and prejudice and white supremacy influence us. So it is imperative that we frequently examine what we do with rigorous scrutiny, inside and out. We want to be held accountable. We know that we are in a privileged position and we know this isn’t about us – but it’s about the world we live in and people we work with and love.

We are both thankful to and welcoming of individuals providing insight into ways in which unconscious bias can impact Black People, People of Colour and people from all racial diversities’ members of our artist community, staff, participants and audiences. BLACK LIVES MATTER inspires us to continue enhancing all work towards anti-racism and anti-oppression work with humble and total clarity.

Our vision has always been to foster an inclusive culture with equality at its epicenter. To be a powerful organisation that always considers our peers who are Black People, People of Colour and people from all racial diversities, partners, communities and friends. To ensure protected, safe creative spaces for all of our artists, audiences and participants. And when things go wrong, to be an organisation that centers the needs of any person who has been harmed regardless of their position.

We know that institutionalised statements offering solidarity without accountability have the potential to do further harm, and we are grateful for the chance to restate and refine our commitments to this work with the benefit of the insight so many have shared.

It is important that we consider carefully how we can show support and solidarity. We want to make some pledges about what we can do to amplify black voices in our community and our sector.

As we continue this work, we commit to:

* Examine the ways our organisation can be more inclusive for Black People, People of Colour and people from all racial diversities who are artists, participants and audience members, their voices, and their artistry, and work to center them.
* Do more research and personal development to further our understanding of our privilege and of black history and consider how we can work with Black People, People of Colour and people from all racial diversities to enhance this.
* Make a commitment to invite more Black People, People of Colour and people from all racial diversities to uptake positions on our board of trustees. Continuously work toward a goal of having people on our staff, board, and artists who are Black People, People of Colour and people from all racial diversities. Examine and increase the percentage of artists hired who are Black People, People of Colour and people from all racial diversities.
* Always be open to change and listen to the voices of Black People, People of Colour and people from all racial diversities. Listen to and respond to critiques, comments, and feedback from community members, artists, audiences, staff and volunteers who have perspectives to share.
* Commit to take allegations of harassment and abuse seriously and address each individual claim quickly, decisively, and in its full complexity. Create an anonymous and confidential survey for artists who are Black People, People of Colour and people from all racial diversities to give feedback on their experience. Create confidential and safe methods of reporting issues and make them available to all artists and staff members. Develop systems for repairing harm when necessary.
* Ensure that no artistic themes we produce are promoting harmful or damaging representations of Black People, People of Colour and people from all racial diversities.
* Consider and work with our peers and audiences who are Black People, People of Colour and people from all racial diversities in our marketing strategies and invest resources in outreach to Black People, People of Colour and people from all racial diversities and their communities.
* Create a preferred partner and peer list of local, regional, and national organisations that support our values of equality, diversity, and inclusion regarding anti racism and inclusivity of Black People, People of Colour and people from all racial diversities.
* Maintain a zero tolerance approach to racism from staff, artists and audiences and BE BRAVE! Call out racism whenever/wherever we hear/see it. Promote a working environment that actively challenges racism, harassment, discrimination, and white supremacy.
* Work with other cultural organisations to look at how we address the serious lack of Black People, People of Colour and people from all racial diversities, in our region and ensure all organisations are safe spaces for discussions and advocacy.
* Ask all staff and board members to read this policy and all updates made to it going forward, review and assign timelines to all of these commitments and designate a staff member responsible for ensuring this happens. Include an anti-racism statement in staff and artist contracts and agreements.
* Post this statement and these commitments in a visible place on our website and in our physical space.

We understand that dialogue requires trust, and we consider the actionable items above a starting point to affirm and build trust in our organisation with our staff, peers, artists and audiences

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These commitments are from the heart. This work requires collective and personal reflection, and the answers are not always easy nor comfortable. Rendez-Vous dance Ltd will continue to work towards being an inclusive organisation and will continue to accept feedback to support this. If you would like to comment or provide feedback please email phil.douglas@rendez-vousdance.com

The commitments in this statement are adapted to the size of our organisation of our organisation and adapted from an anti racism policy from Theater Nova: <https://www.theatrenova.org/antiracism-commitment> and from Curious Monkey <https://www.curiousmonkeytheatre.com/blog/black-lives-matter>

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Include Rendez-Vous dance Ltd people in our programmes and events all year round

Take positive action to recruit and support a board representative of our values, society and the identities we wish to serve, celebrate and connect with