

**Babylon
ARTS**

MARKETPLACE
creative people & places



Wednesday 8th July 2020

In stating our solidarity with the Black Lives Movement, Babylon ARTS and CPP MarketPlace acknowledge that we have more work to do on being actively inclusive and standing against racism in our society.

We have been educating ourselves and will continue to do so through both formal and informal training and discussion, starting with unconscious bias training for the whole team.

As a whole organisation we are re-looking at our recruitment and diversity policies to ensure they are truly fit for purpose, understood by everyone and pro-actively implemented.

We will work harder to diversify our workforce to help ensure it better reflects the community in which we serve.

We will encourage and support those that we work with to be actively anti-racist and inclusive in their work, so that the everyone in our communities can benefit and feel part of arts and culture in their area.

We will hold ourselves and each other to account and not be afraid to ask questions and raise concerns when we think we could do better.

We recognise that we need to take responsibility for this learning and these actions and that where we draw upon the knowledge, skills and experience of Black people and representatives from marginalized groups in our society we should do so with full recognition of their work.

We're still learning, whilst we start to take more action, we may not always get it right. But we're determined to play our part in supporting society to be equitable and fair.