

Arts and creativity making change Q&A

Monday 17 October 2022, 2pm

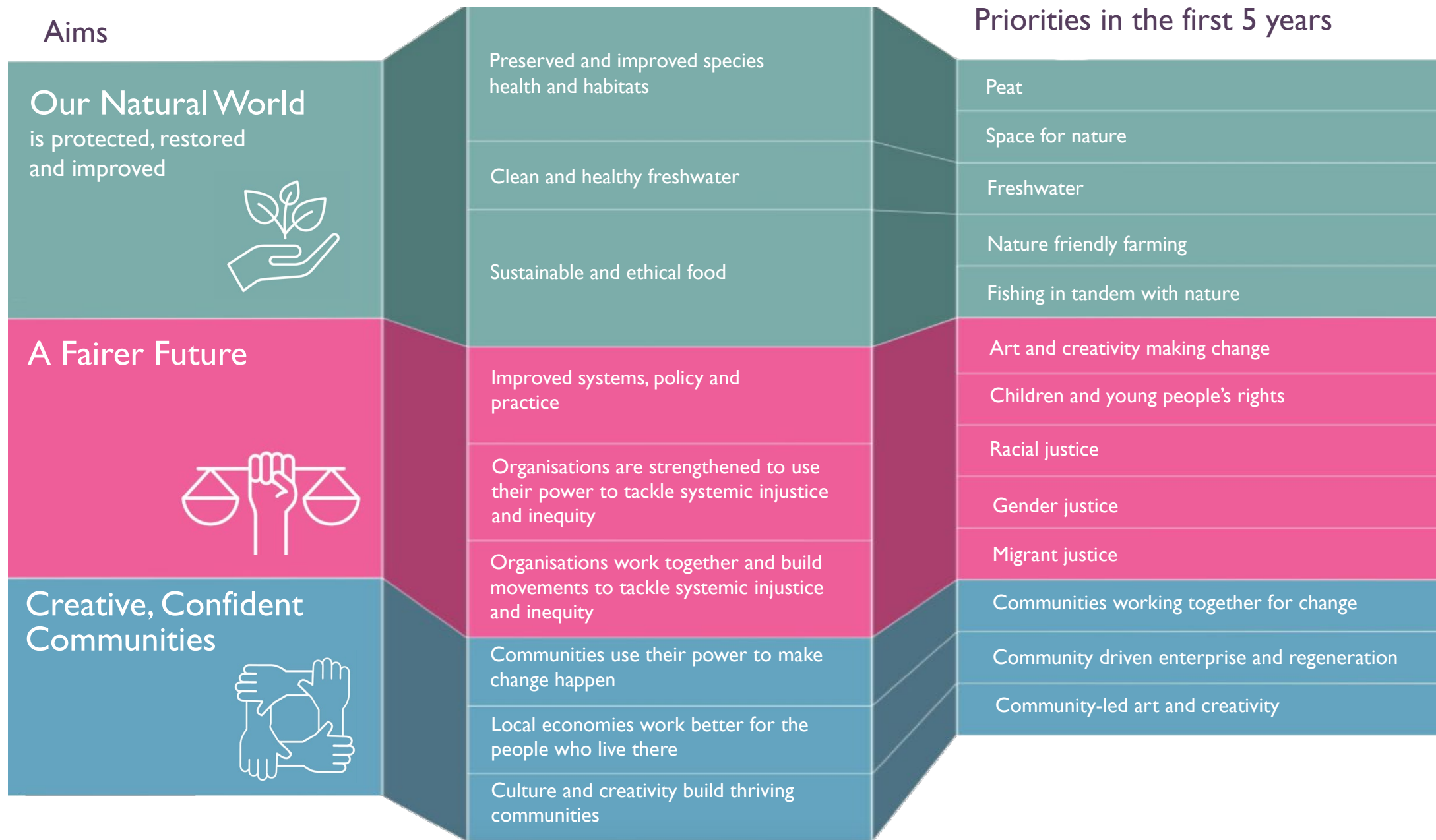
Panel:

- Veda Harrison, Director of A Fairer Future and Creative, Confident Communities
- Alison Holdom, Funding Manager and Arts and Culture Lead
- Luna Dizon, Communications Manager (Q&A Host)

Thanks for joining us! We'll be starting soon. Please note this webinar will be recorded and available at www.esmeefairbairn.org.uk in the next few days.

Strategic framework

Impact goals by 2030



A Fairer Future



A fairer future will require changes to systems and structures, while building the power and capacity of people and organisations. We want to provide the support and space to enable others we work alongside to create lasting change, and to challenge systems that stand in the way.

We have five priority areas where we believe we can make the most effective contribution; using our existing knowledge and relationships, by working at the intersections of issues; and by building our understanding through working with others, especially those with experience of the issues we are trying to address.

We want to contribute to a socially just and anti-racist society, where people have their rights protected, as well as the opportunity to speak and be heard, and the freedom to express their creativity. And across all our work in A Fairer Future, we are keen to support organisations led by the people they serve.

A Fairer Future



Impact goals by 2030

Improved systems, policy and practice
Organisations are strengthened to use their power to tackle systemic injustice and inequity
Organisations work together and build movements to tackle systemic injustice and inequity

Priorities in the first 5 years

Arts and creativity making change
Children and young people's rights
Racial justice
Gender justice
Migrant justice

Arts and creativity making change



Rationale

Our focus is on two ways in which culture and creativity can build a fairer future:

Creating a cultural workforce that is more reflective of UK society, by enabling more people to progress in their career in the arts who identify as D/deaf, disabled or neurodiverse, are from communities experiencing racial inequity, or who are economically disadvantaged.

Supporting young people to build their own creative lives and to use arts and creativity to influence the world around them.

Long-term outcomes

1. A representative cultural workforce.
2. A new and diverse generation of cultural leaders are equipped to influence the world around them.
3. Youth-led culture and creativity enhances young people's lives, and enables them to influence change in their communities or wider society.

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Long-term outcome	We want to support work that:	Case studies
<p>1. A representative cultural workforce</p>	<ul style="list-style-type: none"> • Creates change in the cultural sector to ensure there is equal access to creative, technical and administrative careers for people who identify as D/deaf, disabled or neurodiverse, are from communities experiencing racial inequity, or who are economically disadvantaged. • Addresses barriers to career progression due to systemic injustice in the cultural sector. 	<ul style="list-style-type: none"> • Graeae Theatre • Culture&
<p>2. A new and diverse generation of cultural leaders are equipped to influence the world around them.</p>	<ul style="list-style-type: none"> • Builds the capacity of a new, inclusive generation of cultural leadership, creating change and encouraging diverse ideas, perspectives, and experiences to inform whose stories get told and how. • Is ambitious and can contribute to embedding change long-term to address injustice, particularly those that overlap with our other priorities. 	<ul style="list-style-type: none"> • Clore Leadership • Culture&

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Long-term outcome	We want to support work that:	Case studies
3. Youth-led culture and creativity enhances young people’s lives, and enables them to influence change in their communities or wider society.	<p>We want the views and voices of children and young people to be at the heart of our work with children and young people. To help us do this, we will use the Involving Young People Values to support our decision-making. These were developed by Esmée’s Involving Young People Collective and offer guidance and learning for organisations on co-production with young people.</p> <p>We want to support organisations that:</p> <ul style="list-style-type: none">• Are youth-led – driven and shaped by young people, so that they can build their skills and confidence.• Uses art and creativity as a tool for young people to use their voice and influence change – in their own lives, their communities or wider society.• Develops and shares models and practice for youth-led creativity.	<ul style="list-style-type: none">• The Music Works• Company Three