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# REFLECTING WHO WE ARE

## DIVERSITY AND INCLUSION IN ARTS AND CREATIVITY

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**OUR  
CREATIVE  
VOICE**

**Equality, Diversity and Inclusion (EDI) are crucial to the quality and richness of creative activity and ensuring that as many people as possible can access and participate in the arts and culture across Scotland. They are also about creating the conditions for excellent art to be produced. Equality is about removing barriers, and diversity is about supporting and reflecting different cultures in Scotland, enabling all artistic and creative voices to be heard. Inclusion is about creating opportunities for people to work in, engage with, participate in, and experience arts and creativity throughout the country.**

Experience shows that cultural organisations that embrace EDI are more successful creatively as well as being more economically viable and sustainable. It makes good business sense to offer flexible working environments, to diversify audiences and better reflect the changing population of Scotland today. More culturally democratic organisations may enjoy increased footfall and arts and cultural engagement offers opportunities to express identity and fosters connection and understanding between groups. This can help us learn more about ourselves and others, ultimately making a positive contribution to Scotland's society.

Improving equality, diversity and inclusion across the arts is key to releasing the true potential of our nation's artistic and cultural talent. Cultural diversity is a driving force of development, not only with respect to economic growth, but also as a means of leading a more fulfilling intellectual, emotional, moral and spiritual life. Achieving true workforce diversity in the cultural sectors will engage multiple perspectives and help individuals

and organisations be more creative, productive and representative. The arts bring communities together, such as festivals celebrating local artists, workshops engaging individuals from across communities and other projects that encourage people to work together. Cultural events and institutions are able to break down perceived barriers between generations, neighbourhoods, social classes and different world views. They define the character of a place and define its identity by offering space and opportunities for people to participate and lead.

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**Improving equality, diversity and inclusion across the arts is key to releasing the true potential of our nation's artistic and cultural talent**

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Toolkit: Socio-economic diversity and inclusion in the arts (Jerwood Arts, 2019)

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## **Achieving true workforce diversity in the performing arts will engage multiple perspectives and help organisations be more creative, productive and representative of community interests**

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*Racial and Ethnic Diversity in the Performing Arts Workforce*, Tobie Stein, 2020

Participating in artistic and creative activity can foster empathy by helping people to relate to others, increase kindness and the motivation to help, share with and care for others. It can also deepen connections, help to develop social bonds and create a sense of community. Creative activities can reduce bias by helping diverse groups see each other differently and increase self-efficacy by strengthening people's belief that they can make change happen.

Art and creativity are the mediums through which we can better communicate who we are, what is important to us, what has formed us and what aspects of ourselves we uphold. It is therefore key that barriers to access and participation in artistic and creative activity are removed.

**Art and creativity help us understand each other; they are crucial to building an inclusive and diverse society in which all creative voices can be heard.**

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## **Cultural diversity is a driving force of development, not only with respect to economic growth, but also as a means of leading a more fulfilling intellectual, emotional, moral and spiritual life**

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*World Day for Cultural Diversity for Dialogue and Development*, United Nations, 2020

### **FIND OUT MORE:**

#### **Cultural Democracy in Practice**

(64 Million Artists/Arts Council England, 2018)  
Find out more about Cultural Democracy, including best practice and case studies.

#### **Equalities, Diversity and Inclusion | Creative Scotland**

Learn more about EDI, the Equality Act and how organisations and artists can embed equal opportunities.

#### **How culture and the arts can promote intercultural dialogue in the context of the migratory and refugee crisis**

(Publication office of the EU, 2017)  
Explore the ways culture and the arts can promote intercultural dialogue and cultural diversity.

#### **Racial and Ethnic Diversity in the Performing Arts Workforce**

(Tobie Stein, 2020)  
Find further research on workforce diversity and tackling racism.

#### **Toolkit: Socio-economic diversity and inclusion in the arts**

(Jerwood Arts, 2019)  
Read up on how to attract and retain a more socio-economically diverse workforce.

#### **World Day for Cultural Diversity for Dialogue and Development**

(United Nations, 2020)  
Get information on protecting cultural diversity against the social, economic and political impact of COVID-19.