**CULTURE CONSORTIUM MEETING**

**Friday 30th June 2023**

**Site Gallery**

**Present**:

Geff Green Sheffield Hallam (Co-Chair)

Georgina Kettlewell Yorkshire Artspace

Kirstie Hamilton Sheffield Museum

Jo Towler Music in the Round

Sonia Gayle AHCF

Judith Harry Site Gallery

Wendy Ulyett SCC/Marketing

Ian Wild Showroom

Laura Clarke Arts Catalyst

Tom Bird Sheffield Theatres

Rebecca Maddox SCC/Culture

Jenneffer Dennis SCC/Culture

Josh Burke Citu

Hannah Limming Citu

**Apologies**:

Olivier Tsemo SADACCA (Co-Chair)

Mojisola Kareem-Elufowoju Utopia Theatre

Frazer Scott Gut Level

Hilary Coulson SCC/Library

Sara Unwin University of Sheffield

Annabel Grundy Sheffield DocFest

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| **Notes** | **Actions** | **Deadline** |
| Geff welcomed Josh Burke and Hannah Limming from Citu to the meeting. |  |  |
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| **Minutes of the previous meeting and matters arising agreed. Matters outstanding**:   * Rebecca to circulate link to Welcome to Sheffield site * Jo/Sonia highlighted issues uploading information onto the Welcome to Sheffield site * Climate Emergency: Geff to get someone from SHU to speak at the next Cultural Consortium * Following JT’s departure, Judith volunteered to be the next Green champion * DocFest colleagues to feedback back at the next Cultural Consortium. Site/DocFest exhibition still ongoing and Doc/Fest delegates up on last year figures – esp international delegates * SHU – Future Now Festival of Creativity – is reaching beyond the university degree show and as such invites need to be sent out earlier   How are organisations responding to the Race Equality Commission Recommendations?  **SCC**  Statues and street names, collections and archives: Sheffield has no problematic statues, some street names reflect slave owning families which SCC are working with UoS to address using QR codes, etc. Sheffield Archives and UoS have been working with Desiree Reynolds on the Dig Where You Stand project which is helping to address issues of diversity in Sheffield Archives. SCC’s Public Arts team are focused on diversifying the public art’s commissioning process to better reflect the diversity of the city. SCC working on diversifying their management structure and there has been a series of cultural shifts taking place.  **YAS**  YAS has a Board of 7 trustees and a staff of 5. The REC report has inspired additional energy in the delivery of existing plans for equality, diversity and inclusion.  Governance: Trustees renewed their training last year, working with Be On Board. They are in process of updating policy and agreeing actions for forthcoming year. Trustee recruitment will launch in September (currently reviewing process) with equal emphasis on skills gaps and diversity. The target is to reflect the diversity of the YAS studio community. An Inclusion & Relevance working group of trustees have oversight.  Studios: studio selection panel received Un/Conscious Bias session focused on selection, with Diverse Matters. Staff are reviewing ways this process can be made more inclusive.  Programme: At least 2 of 3 microgrants this year are being awarded to artists with protected characteristics who have experienced barriers to progressing in the visual arts. These grants help them realise a project, typically an exhibition of work. The Creators Hub and Hendricks Foundation in Attercliffe are in residence at Exchange Place Studios in July. YAS applied for grant support from Sheffield Town Trust to amplify the scale of this work and ensure budget is devolved to TCH, who are a grassroots organisation of young creatives.  Access: in terms of inclusion more broadly, a web development brief and capital funding applications are focused on improving disability access.  **Showroom**  REC has helped to reinforce the work we started by joining Investors in Diversity as a way of obtaining external evaluation of our ambition to improve diversity in our organisation – especially around workforce and governance. To achieve IID accreditation we reviewed all areas of our recruitment and selection policies and changed many of our practices. We also meet the targets provided by the BFI as a condition of funding. These targets are in three areas, workforce & governance, programming, and audiences. The BFI objectives relate to key protected characteristics but additionally include socio-economic exclusion as a target area. We generally exceed our targets for most areas of our work, notably in programming and recruitment for the Youth Film Academy and Young Programmers training courses we manage. We have actively developed new partnerships to help us achieve programming targets including with specialist distribution companies and a specialist black film programmer. We have engaged with the FEDS positive action training programme and to date, two trainees have worked with us, progressing to careers in the film sector.  **Arts Catalyst**  Arts Catalyst is a visual arts charity and Arts Council NPO. We have an EDI Policy and Action Plan, which covers all areas of our business and is reviewed on an annual basis by our Board of Trustees. It also reflects our agreed targets and commitments within our Arts Council NPO funding agreement and Business Plan. All staff and trustees receive EDI training.  2023/24 programme:  •Changing Currents: Climate Conversations in South Yorkshire — a podcast series funded by the South Yorkshire Mayoral Combined Authority which features conversations between Evie Muir (Peaks of Colour) and artist Harun Morrison, Olivia Jones (Doncopolitan) and artist Kaajal Modi, and Ishah Jawaid (Women of Colour Azadi Collective) and artist Maymana Arefin.  •A forthcoming young people’s programme and touring performance with Chol Theatre, Sheffield College and artist Gary Zhexi Zhang & Waste Paper Opera.  •A forthcoming commission & exhibition by Sheffield-based artist, DJ and sound designer Ashley Holmes.  2023/24 data:   |  |  |  | | --- | --- | --- | | Area of business | % across all PCGs (Ethnicity, disability/neurodiversity, gender, sexuality, socioeconomic background) | %Global Majority | | Workforce (6 staff) | 52% across all PCGs (target 50%) | 34% are of the Global Majority (Middle East + Latin America) | | Governance (7 trustees) | 58% across all PCGs (target 50%) | 43% are of the Global Majority | | Artists and freelancers | 95% across all PCGs (target 50%) | 62% are of the Global Majority | | Programme partners (arts, third sector & community) | 82% support people from PCGs (target 50%) | 64% of partnerships are with organisations that work with and for people of the Global Majority. | | Audiences (2022/23) | 14% identify as having a disability and 18% are from ethnic groups other than White British. 68% are women or marginalised genders. Postcode analysis of our audience data using the Indices of Multiple Deprivation shows that 34% of our audiences live within the 20% most deprived areas in Sheffield. | 18% of our audiences were of the Global Majority. |   However, this doesn’t include participants in our projects that we have not collected data from for sensitivity reasons — this includes the communities at City of Sanctuary and Sheffield Mind.  **SITE**  Recruiting 5 new members for a Board of 12– focus on diverse members. Artistically, we only exhibit artists from protected characteristics: two upcoming projects are with British African artist –Appau Jnr Boakye Yiadom who we are commissioning to make new work exploring the process of learning to drum, and Rhia Storr – an artist from African Caribbean heritage is hoping to work with SADACCA and the African Caribbean community in Sheffield to create a new film work. Participation of young people at Site is led by the Society of Explorers which engages 14-19 year olds from across Sheffield’s most underserved communities many of whom are recruited through the Holidays Activity and Food programme we are involved in. The Society of Explorers will be co-curating the next exhibition which opens on the 3rd August.  **Sheffield Museums**  Before REC’s report SM had started a dialogue within the organisation looking at the impact of systemic racism, working with See Change and The Change Consultants. Furthermore, Roger Wilson from Black Lives in Music has helped SM examine issues regarding inclusion. SM have a working group made up of diverse communities who work with SM on issues of EDI, this group includes 5-7 members of the African Caribbean community. SM are currently carrying out research into the collections and are unpicking issues to do with EDI and the sugar collection. Issues around EDI has inspired SM to change its model of practice from having short-term outcomes to work which has long-lasting legacy. True Talk Africa have been working with SM to review the schools programme, especially the programme on Egypt. This work has totally changed the workshops now delivered to schools on Egypt. SM works with communities in a way that is respectful of their belief systems and their daily lives.    **Sheffield Theatres**  REC has inspired some progress to be made on the board makeup at ST. There is also a diverse range of programming. However, we feel we are not doing enough on staff. We are currently undergoing training with former Inc Arts team members on inclusive recruitment, ahead of making some critical changes to the way we recruit, in order to improve in this area.  **SREC Legacy**  Anecdotal evidence that many key organisations across different sectors in Sheffield are making progress against SREC recommendations but in the continued absence of the proposed legacy body, progress is not yet being formally tracked, collated or evidenced. Sonia confirmed the SCP's legacy 'task & finish' team was aiming to publish an update on progress very shortly with more detailed proposals on the agreed shape of the legacy body expected to be publicised later in the year.    **Music in the Round**  Turnover of staff is low so it is hard to make changes in the diversification of staff. Have carried out EDI work in partnership with Roger Wilson (Black Lives in Music), which is helping to change the face of chamber music, and Sheffield Music Hub. Working with East side of Sheffield’s young people – getting YP involved in music in schools through the WeCompose project, which features Bridge scheme musicians. The Bridge scheme is a platform for young musicians from global majority backgrounds who perform diverse music as well as inspire young people from a range of backgrounds to engage with creating music; they also support the creation of a pipeline of young people currently under-represented in music into the profession so it better reflects the British population. Have seen an increase in people buying tickets by those aged under 35 in recent months. The Board: Sughra Begum DL is on the board and working with fellow trustees on how to best to engage with different communities, with everyone from the organisation supporting this aim. Also setting up a community band at SADACCA.  **SHU**  EDI is important for SHU. There is now representation from the LGBTQ+ community in the department and a quality and diversity person. The film shown at the Windrush event about SADACCA’s dominoes team was made by students from SHU. There is an outgoing vice chancellor which SHU have still to appoint for which hopefully bodes well for diversity. However, the diversity of the board and governance body is not very diverse. |  |  |
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| **Attercliffe Waterside Development**  Hannah Limming and Josh Burke gave a 5 minute update about their company, Citu, which they explained was a purpose led commercial business that tackles climate emergency. Citu is based in Yorkshire and the timber is sourced from a factory based in Leeds. Little Kelham is Citu’s first development in Sheffield. In Attercliffe they plan to develop 1,000 homes. The project will see the regeneration of existing buildings, the revamping of the public realm, with the provision of bakeries, cafes, restaurants and shops, etc, which will act as a catalyst for embedding a new community in Attercliffe. Embedded in the development is the ethos of nurturing communities. Citu will build on brown field land. Like Urban Splash, Citu act as place makers. They do not chase money but chase places. Making of a destination is key - not chasing scale but chasing excellence. |  |  |
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| **Windrush**  Sonia reported that there was a flag raising day on 21st June followed by Windrush Day on the 22nd June. She said that both days were hugely successful and well attended by the African Caribbean community. Tom Hunt, Leader of the Council, and the Lord Mayor, Councillor Colin Ross, attended the Windrush Day. Kate Joseph attended the flag raising day and was disappointed to learn that a Windrush Day hadn’t been done before in Sheffield. Following Windrush, Sonia and Olivier carried out a BBC Radio Sheffield interview at SADACCA about the Windrush. Sonia reported that Sheffield Hallam University also ran an event on Windrush Day. |  |  |
| **Daljinder Singh/Theatre Deli Feedback**  Daljinder is keen to work with the South Asian population and will develop links with the South Asian Network. Dajinder plans to commemorate South Asian heritage month and celebrate South Asian cultures, histories, and communities. She is already planning to hold a summer school, programming comedy workshops for South East Asian women. The Vice Chair of the Economic Development and Skills Committee, Councillor Minesh Parekh, has an interest in culture and may provide a practical useful way into the community network. |  |  |
| **AOB**   * Urban Splash to transform Cole Brothers into a multi-purpose building of offices, cafés, restaurants, and shops * Future Now (SHU) are working with Sheffield Transport Interchange and SYMCA to transform the old interchange area of Sheffield <https://gallery.shu.ac.uk/event/commission-opportunity/> * Cultural pass idea is growing in momentum but needs modelling |  |  |
| **Date & venue for next meeting**  Friday 28th July 9.30 – 11.30  Crucible, Adelphi Room |  |  |