

# Liverpool Biennial

## **Our Commitment to Anti-Racism**

We believe that the support and actions of cultural organisations in the continued fight against racism is essential. It is our responsibility to provide advocacy and allyship to people who experience racism within our sector and our local, national and international communities.

Liverpool Biennial is principally anti-racist; however, we are clear that this is not enough. While we strive to work with a diverse range of partners, artists and communities, we acknowledge that our core team remains majority white. Over the past five years, the organisation has been reflecting critically on its anti-racism stance and understands that more tangible action is required to dismantle structural inequalities.

In the summer of 2020 Liverpool Biennial formed an Equity, Diversity and Inclusion (ED&I) Working Group, initially comprising representatives of every team across the organisation, two Trustees and subsequently the Director. Through this, we sought to identify areas of necessary and urgent change related to better embedding equity, diversity and inclusion across all operations, to ultimately progress our commitment to being an organisation for everybody. We are aware that there is much work still to be done, however work to date (as of April 2025) includes:

### **Programming**

- Continued commitment to a diverse selection of artists for the festival programme with minimum 50% representation of artists from the global majority.
- Collecting data from festival audiences to determine who engages with our programme, and barriers for those who don't

### **ED&I Working Group**

- Scheduling meetings every 6 weeks and developing a feedback loop to Board through quarterly reports and a more comprehensive annual report. This group escalates ongoing thinking around divestment from suppliers, fundraising, and organisational stances on global issues to the Board.

### **Action Plan**

- Implementation of a more focused Action Plan which addresses our work with communities, the development of our workforce, and diversity across our programme. Clauses are reviewed and interrogated by the Working Group at each meeting to ensure actions are progressed and updated.

### **Advocacy**

- Being a member of the Racial Equality Action Group within the Liverpool City Region Culture CIC and working on the development and launch of the [Race Equality Manifesto](#).

### **Governance**

- Driving recruitment to support a wider range of Trustee applicants. As of April 2024, our Board of Trustees is made up of 33% from the global majority.

### **Recruitment**

- Implementing new recruitment procedures which include inviting and paying externals from the global majority onto interview panels; moving to a new recruitment software that can anonymise applications; sharing questions to all candidates in advance
- Collection of anonymised data for job applicants and employed staff, which seeks to measure change and set targets in relation to the diversity of both our recruitment and retainment of staff. It should be noted that despite increasing the diversity of our team during the previous festival year (LB2023), all staff members from global majority were on fixed term contracts and have since left the organisation indicating ongoing structural issues to be addressed.

This statement was last updated in April 2025.