

## OVADA POLICY DOCUMENT

Policy: Equity, Diversity and Inclusion Policy  
Date: January 2022  
Latest issue: February 2023  
To be reviewed in: January 2024  
(Save policy as PDF in archive folder after each update)

# Equity, Diversity and Inclusion Policy



OVADA encourages a supportive and inclusive culture for all who engage with our organisation. OVADA is committed to delivering an accessible programme; fostering a safe space for our artistic community, free from discrimination of any kind. Our aim is for OVADA's community to be truly representative of society as a whole.

This policy reinforces our ongoing commitment to provide equality and fairness across our employment, building users and visitors. OVADA opposes any form of (unfair or unlawful) discrimination on the grounds of race, disability, mental health, gender identity, gender expression, sex, sexual orientation, ethnic origin, nationality, religion or belief, pregnancy and maternity, marriage or civil partnership, age, political belief, employment status and/or socio-economic background.

OVADA is a proud signatory to the [Oxford Cultural Anti Racism Alliance](#) Manifesto, we attend regular meetings and our Director is a member of the steering committee. We are committed to learn from our Anti Racism training and actively embed this into our organisation and our programming.

All our team members, facilitators, participants and audience members will be treated fairly and with mutual respect.

When OVADA selects candidates for employment, promotion, training, or any other benefit, it will be on the basis of their aptitude and ability.

OVADA commits to:

- Ensure that members of the Global Majority fill at least 20% of Board of Trustees positions
- Endeavour to achieve an equitable representation of all members of society within our team of staff and trustees
- Review our formal and informal employment/hiring practices and procedures to ensure they are fair towards all candidates and help us identify the best talent
- Actively encourage under-represented groups to apply for opportunities
- Continue to work with Oxfordshire Cultural Anti-Racism Alliance
- Continue to be held accountable for our decisions and behaviour
- Improve our online accessibility via the OVADA website
- Encourage feedback from everyone and commit to listening and learning about how we can improve

At the core of our arts organisation we are reliant on the engagement from artists, creatives and the wider community, we take very seriously the moral and legal responsibility to promote equity throughout all of our work and platforms.

OVADA will not tolerate discrimination, intimidation, bullying or harassment in any form – verbal, physical, or visual. All complaints will be subject to a prompt and thorough investigation. Breaches of the policy will be met with appropriate disciplinary action.

This policy is fully supported by the staff and the board of Trustees at OVADA. We will monitor the success of this policy regularly and review our progress at least once a year. We are actively continuously learning.

If you wish to discuss any instances of discrimination in the strictest of confidence, please read our [whistleblowing policy](#) for more details.

