



THE CULTURE PROJECT

Welcome to The Culture Project. This is a platform for everyone at New Adventures to learn and develop their understanding of how we can be more inclusive across all the key areas of Equity, Diversity, Inclusion and Access within our working environment. As a company, we strive to continually grow to learn and nourish new practices as we shift together in this progressive changing world of culture.

Our hope for The Culture Project is as a leading international dance company, we implement changes at an organisational level, as well as supporting all members of the New Adventures family through training, developing, and actively implementing best practices into our professional and personal lives. This document is a work in progress and should read alongside the Company Handbook and Company Policies which serves to make everyone feel part of the New Adventures community.

This is a platform for us to check in and embrace new ideologies that will help us build a better understanding of colleagues' unique needs.

Here you will find an array of valuable insightful information ranging across mental wellbeing, anti-racism, menopause, employees assistant programme, blogs, articles, and links to helpful websites. I hope you enjoy, and that you will find this resource of some use.

*Glenn Graham & the Equity,
Diversity and Inclusion group x*

NEW ADVENTURES STATEMENT ON EQUALITY, DIVERSITY & INCLUSION

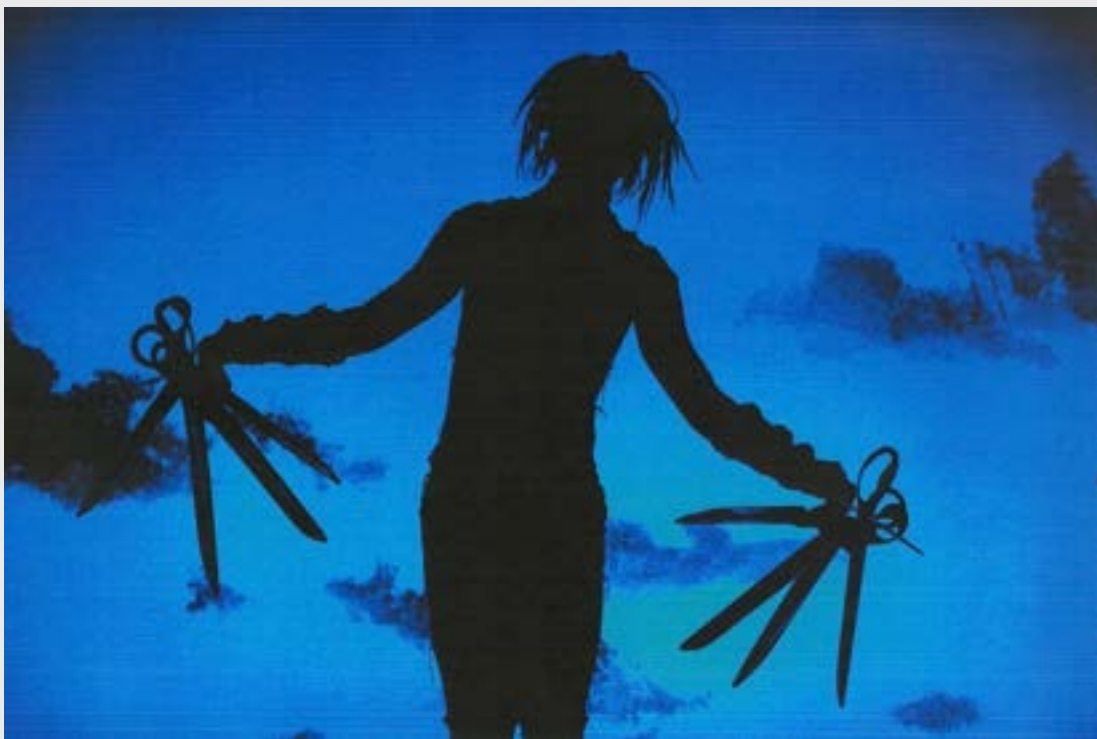
Here at New Adventures, we are committed to achieving a working environment which provides equality of opportunity and freedom from discrimination, harassment, and bullying.

We believe that everyone is entitled to be treated with respect and dignity. One of our core company values is Family and we have a long-held and shared commitment to supporting, developing and investing in all members of the New Adventures company and everyone involved with our work in whatever capacity – performers, creatives, crew, staff, dance artists, audiences, participants, trustees, students, and partners.

We believe New Adventures should reflect the diversity of the UK on our stages, in our workforce, and in the audiences, we reach.

Our ambition is to achieve greater diversity in the areas of gender, race and ethnicity, disability, sexuality, socio-economic background, faith, and age.

We work together with partners to help us achieve these aims. Our current partners include Creative Access, Tonic, PiPA (Parents and Carers in the Performing Arts) and Stage Sight.



Equality & Equity

Equality and Equity are both concepts that relate to fairness, but they are different. Equality assumes the objective is to treat everyone the same regardless of their starting point or their needs. A key shortcoming of this approach is that it can be blind to the historical and structural disadvantages of different members in our communities and in doing so can perpetuate disparities.



Equity on the other hand gives strong consideration to the different starting points for different individuals and therefore aims to achieve fairness by providing resources according to need. Equity acknowledges the historical, systemic and structural disadvantages that different cultural and social groups may have been subjected to and strives to reduce barriers.

Diversity

The concept of diversity involves recognising, understanding and respecting our individual identities and differences along different social and cultural dimensions. These dimensions include but are not limited to ethnicity, gender, sexual orientation, race, socio-economic status, age, physical abilities, religious status, marital status and parental status. In understanding individual identities, we recognise that some categories of classification are not static, and we respect individual rights to self-identification.



Inclusion

Inclusion is the practice of including people in a way that is fair for all, values everyone's differences, and empowers and enables each person to be themselves and achieve their full potential and thrive at work.

An inclusive workplace culture is one in which everyone feels that they belong, that they are safe in being themselves, and that their contribution matters. It is also a place in which policies, and practices are fair and diverse range of people are supported to work together effectively.

To achieve genuine inclusion there must be positive action, including measures under the Equality Act 2010 to address past, present, and potential discrimination and barriers to enable and empower.



Access

The social model of disability is the way in which we frame, think about, and talk about Deaf and disabled people. It is built upon the understanding that people are disabled by barriers in the world and in society, rather than by their impairments or conditions.

For the purposes of this resource we are using Scope's Social model of disability:

The social model of disability is a way of viewing the world, developed by disabled people. Scope's Everyday Equality strategy is based on this model of disability.

The model says that people are disabled by barriers in society, not by their impairment or difference. Barriers can be physical, like buildings not having accessible toilets. Or they can be caused by people's attitudes to difference, like assuming disabled people can't do certain things.

The social model helps us recognise barriers that make life harder for disabled people. Removing these barriers creates equality and offers disabled people more independence, choice and control.

Not everyone uses the social model and that's ok. How anyone chooses to talk about their impairment is up to them.

We also look to The Seven Inclusive Principles to educate ourselves around disabled people and non-disabled people.

RESOURCES & TOOL KITS



SOCIO-ECONMIC

NEURODIVERSITY

UNCONCIOUS
BIAS

LGBTQIA+

MENOPAUSE

ACCESS

MENTAL
HEALTH

Anti-Racism
Touring
Rider

(EDIA) Working Group



The Equity, Diversity, Inclusivity and Access (EDIA) Working Group is a committee of New Adventures that plays a key role in defining, monitoring, and ensuring greater transparency, visibility, and accountability of the EDIA Action Plan, which accompanies the EDIA Policy, including its development and implementation.

The aim of the committee is to support and uphold New Adventures' commitment to achieving a working environment which provides equity of opportunity and freedom from discrimination, harassment, and bullying. We believe that everyone is entitled to be treated with respect and dignity and to work in conditions that allow everyone working with, and for New Adventures, to thrive in a welcoming, inclusive, and equitable workplace.

The committee is also responsible for defining and monitoring the accessibility goals of the organisation, to ensure that all barriers to access are removed wherever they appear. This includes matters relating to access resources for productions and participation activity, recruitment processes, and working practices. The aim of the committee is to support and uphold New Adventures' commitment to ensuring that dance and careers in the cultural sector are accessible to everyone, both on stage and off.

Membership

The membership of the EDIA Working Group is drawn from across different areas of the organisation including representatives from the Board, Leadership Team, the New Adventures staff team, production company Great Leap Forward and members of our freelance community whose roles encompass both on stage and off where possible.

Representation from those with a wide range of backgrounds and lived experiences is key.

'If you would like to become a part of our Working Group get in touch with Aysha Powell, Chief Operating Officer on aysha@new-adventures.net or Glenn Graham, Resident Artist on glenn@new-adventures.net'

Current Members

Aysha Powell - New Adventures
Bryony Harrison - Freelance
Daisy May Kemp - Freelance
Eman Bhatti - New Adventures
Emily Piercy - Freelance
Etta Murfitt - New Adventures
Gavin Eden - Freelance
Gemma Bishop - Freelance
Glenn Graham - New Adventures
Harry Ondrak-Wright - Freelance
Isaac Bowry - Freelance
James Miller - Great Leap Forward
Jeanette Siddall - Trustee
Jennie Green - Great Leap Forward
Kenneth Olumuyiwa Tharp - Trustee
Kerry Biggin - New Adventures
Lucy Fox - New Adventures
Luke Murphy - Freelance
Michela Meazza - Freelance
Monique Jonas - Freelance
Shelby Williams - Freelance
Sophia Hurdley - Freelance
Stephen Daly - New Adventures
Emma Ferguson - New Adventures

Employee Assistance Programme

Health Assured

WHAT IS E.A.P?

An employee assistance programme generally offers free and confidential assessments, short-term counselling, referrals, and follow-up services for employees. EAP counsellors may also work in a consultative role with managers and supervisors to address employee and organisational challenges and needs.

Telephone Counselling

This involves weekly sessions with the same fully qualified counsellor. You can call from anywhere, providing it is quiet and you are able to talk openly. It is convenient as it reduces the need for travel and makes it easier to fit in with work and other commitments.



Face to Face Counselling

Face to face counselling takes place in a private practice or a confidential area. You work with the counsellor to identify problems and work towards solutions together. We have over 1600 counsellors across the UK and ROI so you will never have to travel too far.

Call

0800 028 0199

www.healthassuredeap.com

Username - New

Password - Adventures

Online Video Calling

This includes video counselling, instant messaging and voice chat. This is similarly flexible to telephone counselling and accessible from anywhere you feel comfortable. It is beneficial to those wanting face-to-face interaction but are unable to travel or limited for time.



NEW/ADVENTURES

NEW/ADVENTURES

External Partners

PiPA

We are a PiPA Charter Partner which means that we are committed to upholding best practice for a family-friendly workplace. Jennie Green is our PiPA Champion and has been since we became a Partner, and Kerry Blggin may also be a second Champion for us moving forward. Our actions focus on recruitment communication and advertising and adding caring responsibilities to our monitoring forms. We include the logo on recruitment materials.



TONIC

We are part of the Tonic Advance Network which is a 4-year programme of training, networking, and activity. Colleagues have recently attended sessions on supporting freelancers and shared these notes with the team.



STAGE SIGHT

We are a Stage Sight Member, which means we are committed to doing our part to make sure offstage workforce in the sector is inclusive and reflective of our society. There are lots of resources on the website and will be networking opportunities throughout the year. We often advertise jobs through their Twitter and include the logo on recruitment materials.



CREATIVE ACCESS

We work with Creative Access for regular training, attend open workshops regularly, and use them for recruitment. Our Communications Assistant have been hired through Creative Access and are benefitting from their mentoring and professional development opportunities.



UNCONSCIOUS

B I A S

Defining Unconscious Bias

How a person thinks can depend on their life experiences and sometimes they have beliefs and views about other people that might not be right or reasonable.

This is known as 'unconscious bias' and includes when a person thinks:

- better of someone because they believe they're alike
- less of someone because that person is different to them, for example, they might be of a different race, religion or age

This means they could make a decision influenced by false beliefs or assumptions. Sometimes it's also called 'stereotyping'.

Everyone can think in a way that involves unconscious bias at some point, but it's important to be aware of it and not let it affect behaviour or decisions.



NEURODIVERSITY

Defining Neurodiversity

Let's begin by defining neurodiversity, neurodivergent, neurotypical, and neurodiverse:

- Neurodiversity refers to the natural variations in how the brain processes and interprets information. It describes the idea that there is no one “right” way of experiencing and interacting with the world and that cognitive differences shouldn't be viewed as deficient but embraced as an inherent part of human diversity.
- Neurodivergent describes an individual with cognitive differences.
- Neurotypical describes an individual with a brain that functions in a typical way that more neatly “fits into” mainstream society.
- Neurodiverse is used to describe a group of people who are neurodivergent.

Types of Neurodiversity

Although “neurodiversity” is a state in which all people exist somewhere on the spectrum, it's often used to describe individuals with certain neurological or developmental differences and/or learning disabilities. These may include: Attention deficit disorder, Autism, Bipolar disorder, Dyslexia, Dyspraxia, Dyscalculia, Epilepsy, obsessive compulsive disorder, Tourette syndrome, Trauma, Sensory integration disorder.

Pronouns

[READ MORE](#)

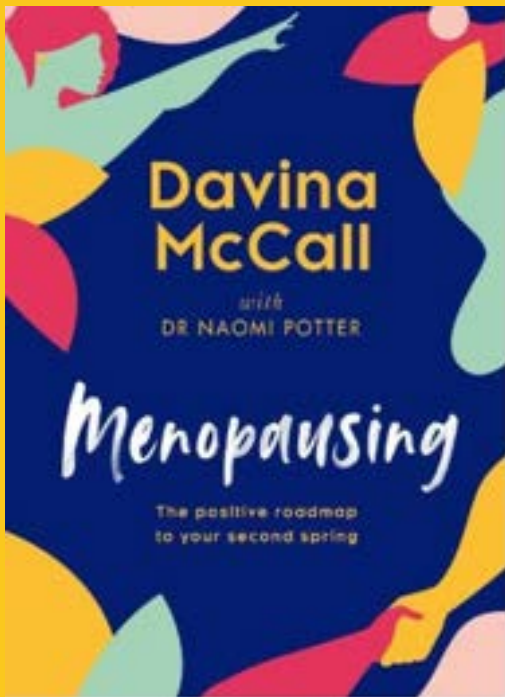
she/her

he/him

they/them

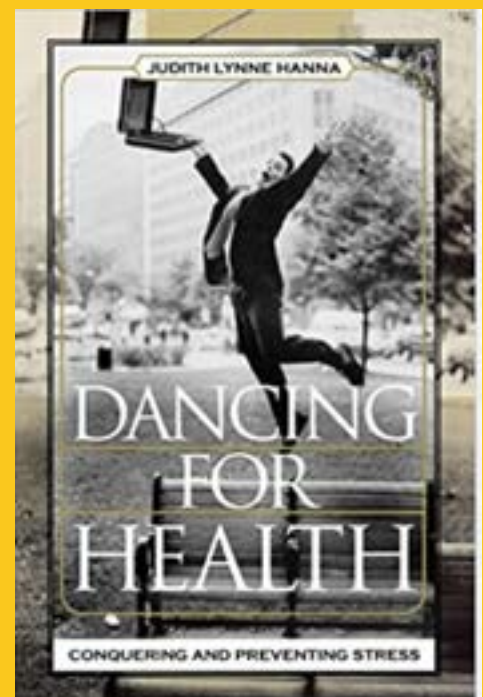


MAY/JUNE BOOK RECOMMENDATIONS



Menopausal: The Positive Roadmap to Your Second Spring by Davina McCall.

Explains the cognitive, emotional, and physical dimensions of dance in a spectrum of stress management approaches. This book offers lessons learned from the experiences of people of different cultures and historical periods, as well as knowledge, on how to resist, reduce, and dance away stress in the disquieting times of the 21st century.





LINKS

[ONE DANCE UK](#)



[ACCESS ALL AREAS](#)



[CREATIVE ACCESS](#)



MAY BLOGS

This month's blogs spotlight is on PHAEDRA PETSILAS from Rambert School. Phaedra talks about her INCLUSIVE PRACTICE.

[Click Here](#)

&

How to handle staff with a negative attitude

[Click Here](#)

The next issue of The Culture Project (TCP), will be in July. Until then, I hope you find this resource of some use as you continue your journey here at New Adventures.

*The Equity, Diversity,
Inclusion & Access group*

RESOURCE LINKS USED

[Access all areas](#)

[Neurodiversity Hub](#)

[Mental Health UK](#)

[Stonewall](#)

[Mind.com](#)

[Built.com](#)

[Pronouns.com](#)

[scope.org.uk -social
model-of-disability/](#)

[Jerwood Arts](#)

[Anti Racism Tourism
Rider](#)