

Stills and Anti-Racism

[August 2020]

Stills is an organisation that is committed to providing opportunities for all, recognising diversity and being an inclusive organisation. We are valued locally, nationally and internationally as a place for the understanding, practice, advancement and enjoyment of photography; a respected organisation that engages with diverse communities and encourages debate; a place that is a safe environment for all to visit, from which to learn, create and become inspired and empowered through photography.

We have a long track record of working with BAME groups and communities on learning activities and exhibitions. A thematic thread running through much of Stills' exhibition programme over the last 20 years has been the championing of human rights and social justice issues. We have been able to raise awareness of numerous social and political issues through photography – a powerful and direct medium for expressing such concerns.

We denounce racism in all its forms. Following the anti-racism protests around the world in 2020 and in solidarity with those that are calling for action, Stills will take the following steps during the 2020-21 financial year to address racism and its roots. These cover the following key areas of activity: Programming, Creative Learning, Communications, Recruitment and Governance. These actions will be reviewed by Stills staff and Board members on a quarterly basis:

Actions in 2020-21:

1. Review Stills' Equality Diversity and Inclusion policy and action plan to ensure that our anti-racism actions are clearly articulated and communicated alongside any other EDI priorities. Publish our revised EDI policy and Anti-Racism action plan on the Stills website and communicate this to our audiences. (Action: Stills staff, Deadline: 31 August 2020)
2. Stills staff and Board to become informed of anti-racism issues, specifically those that relate to our sector, in order to help increase awareness through communication with colleagues, audiences and stakeholders:
 - Staff and Board to undertake Anti-Racism and/or Unconscious Bias training (Action: Director and Board Chair, Deadline for completion of training: 31 March 2021)
 - Make Anti-Racism an agenda item at one Board meetings (Action: Director, Deadline: 31 Aug 2020)
3. Use social media to share information, resources, opportunities and advocacy for BAME artists, photographers and organisations. (Action: Director and Development Manager, Deadline: At least once per month from 1 Aug 2020)
4. Review exhibition and events programme and increase representation of voices in photography from BAME backgrounds and communities.
 - Make Anti-Racism an agenda item for the Programme Research Group (Action: Director and PRG, Deadline: 30 Sept 2020)
 - Develop and deliver at least one gallery exhibition that showcases the work/works of BAME artist/s or photographer/s (Action: Director and Programme Manager, Deadline: 31 March 2021)
 - Develop and deliver at least two events on or about BAME artists or photographers (Action: Director and Programme Manager, Deadline: 31 March 2021)

5. Continue to work with BAME groups and communities on at least one Creative Learning activity each year. (Action: Director and Creative Learning Manager, Deadline: 31 March 2021)
6. Learning. Tutors will be requested to include historic and contemporary BAME artists/photographers in resources for students.
7. Expand the content of Stills' photography reference library to provide a public resource for anti-racism in relation to photography and visual culture.
 - Review existing library stock and purchase new titles to create an up to date resource (Action: Director and Research Associate, Deadline: 1 Nov 2020)
8. Review all recruitment procedures to identify ways to communicate to and encourage more applications from BAME communities for staff posts, volunteer positions, Board positions, Stills School activities and any programme opportunities (Action: Director, Managers, Board Nominations Committee. Deadline: review undertaken by 31 Oct 2020)
9. Monitor the above actions quarterly and review this policy once per year (Action: Director and Mangers, Deadline: 31 March 2021)

The lead contact for Stills' Anti-Racism policy and action plan is Ben Harman, Director and CEO of Stills.

This policy will next be reviewed in November 2020.