

Senedd Cymru / Welsh Parliament

Pwyllgor Diwylliant, y Gymraeg a Chyfathrebu / Culture, Welsh Language and Communications Committee

Ymchwiliad i'r achosion o COVID-19 ac effaith y feirws ar ddiwylliant, y diwydiannau creadigol, treftadaeth, cyfathrebu a chwaraeon / Inquiry into the COVID-19 outbreak and its impact on culture, creative industries, heritage, communications and sport

CWLC COV59

Ymateb gan Tasglu Diwylliant a Hil Cymru / Response from The Wales, Culture and Race Taskforce

The arts sector in Wales needs to change and address systemic and institutional racism. The majority of funding and opportunities are still going to white-led organisations, and the funding is coming from white-led organisations. At every level there is a lack of representation and all too often the people of colour in the arts don't have the agency or the decision-making power to affect the change they clearly see a fundamental need for.

We don't need to hear that this is not a priority right now and we don't need this conversation added into the 'AOB' section of your meetings. We don't need promises that you'll get to this soon. What we all need, collectively, is real change, both right now and in the long-term.

To do that, we need safe spaces, led by people of colour, to decide collectively on the change we need. This conversation needs to happen now and change needs to start immediately, but we must, as a sector, remain committed to further change and further conversations in the months and years to come.

We want to work together to coordinate our response to arts funders, arts organisations and people in positions of power and privilege. We want to create a better understanding of what we need, what we can offer and what it is fair and unfair to ask of people of colour both during this time and in the future.

At the moment, a small collective have begun this conversation, under the banner of the 'Wales, Culture and Race Taskforce'. This has grown quickly and organically, and we have created a **6 point plan** that is the starting point for further conversations (attached). but we need to open this conversation up to include the voices of those outside of our immediate networks, and find ways to support self-employed and freelance creatives to join us.

We need the money to pay people fairly for their time and we need to pay for access costs to allow individuals to contribute fully.

We are asking for contributions to this work from white-led organisations and individuals and we will accept contributions of any amount. As a benchmark, we are asking for contributions of £600. This money will be held and all money will be redistributed by Fio to the freelancers and those on part-time contracts supporting this conversation. The process will be managed by Fio's Artistic Director, Abdul Shayek and other members of the team.

Each of the organisations and individuals listed below have already pledged to financially support freelance and/or self-employed people of colour to participate in the Race & Wales Taskforce conversations. We invite further organisations to pledge their financial support for the Race & Wales task force.

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Ty Cerdd

Theatr Iolo

Arts & Business Cymru

Artes Mundi

National Theatre Wales

Contributions from individuals

Wales Millennium Centre

No Fit State Circus

## **What is the Wales, Culture & Race Taskforce?**

At the moment, the Wales, Culture and Race Taskforce are a group of like-minded sector colleagues, who want to make sure we:

- Highlight and draw attention to the chronic lack of BAME Diversity within the Welsh arts sector
- Draw up a list of actionable and realistic ideas which the sector and development agencies can adopt swiftly
- Protect the status of Diversity in particular Race-related priorities in Wales when COVID-19 is over and we feel the full effects sector-wide
- Find ways to hold people and organisations to account for a lack of action or engagement
- We want to encourage and support other action groups to look at other protected characteristics (Disability, Welsh language etc) and will actively encourage this
- We want to create a Pledge of Unity and Progression, which individuals and organisations will need to sign up to
- We want to feed into any wider discussion of recovery, be it UK wide or specifically within Welsh Government – we want a seat at the table.

Please contact Abdul Shayek at [abdul@wearefio.co.uk](mailto:abdul@wearefio.co.uk) to pledge financial support.

Sincerely,

The Wales, Culture and Race Taskforce

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