



EDI Statements

A comprehensive overview of CHEAD's strategic approach to Equity, Diversity & Inclusion (EDI) across Art & Design Higher Education (HE).

Developed by:

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A woman with short dark hair and glasses, wearing a dark blue top and a lanyard, stands at a podium in a room with large windows. She is addressing an audience whose backs are to the camera. The room has art on the walls, including a large mural of human figures in various poses. The text 'Building equitable narratives in art & design' is overlaid on the left side of the image.

Building equitable narratives in art & design

An intersectional approach to art & design Higher Education that prioritises lived-expertise and equitable narratives.

Image Credit: Laure Divisia

Foreword

Reviewing our EDI statements is both a priority and privilege for CHEAD. We are increasingly aware that institutions often exist with inequalities in their structures and policies, and we acknowledge the work we need to do to undo the barriers to art & design that they create.

Through internal dialogue and external engagement, our revised EDI statements form the cornerstone for us to transform into a truly intersectional organisation that inspires its members to actively dismantle narratives of inequality and discrimination.

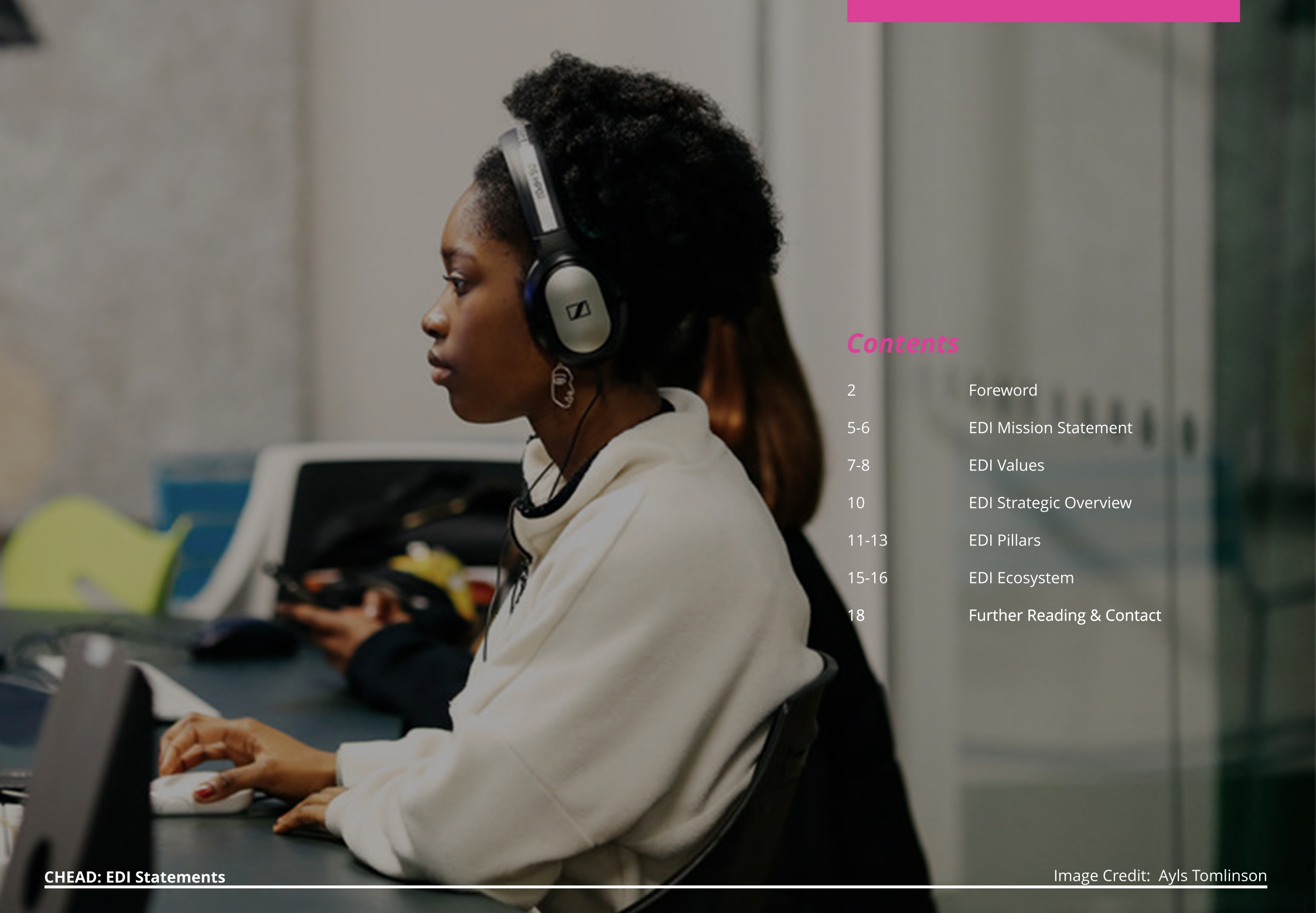
Our revised statements have been developed as living principles that will be applicable no matter the size of the EDI challenge or conversation the sector requires.

We invite our members, partners, policy makers and industry friends to engage with these EDI statements as we work together in realising art is essential and that EDI is the key to art & design working for everyone.

#ArtIsEssential

“There should be something revelatory about art. It should be totally creative and open doors for new thoughts & experiences.”

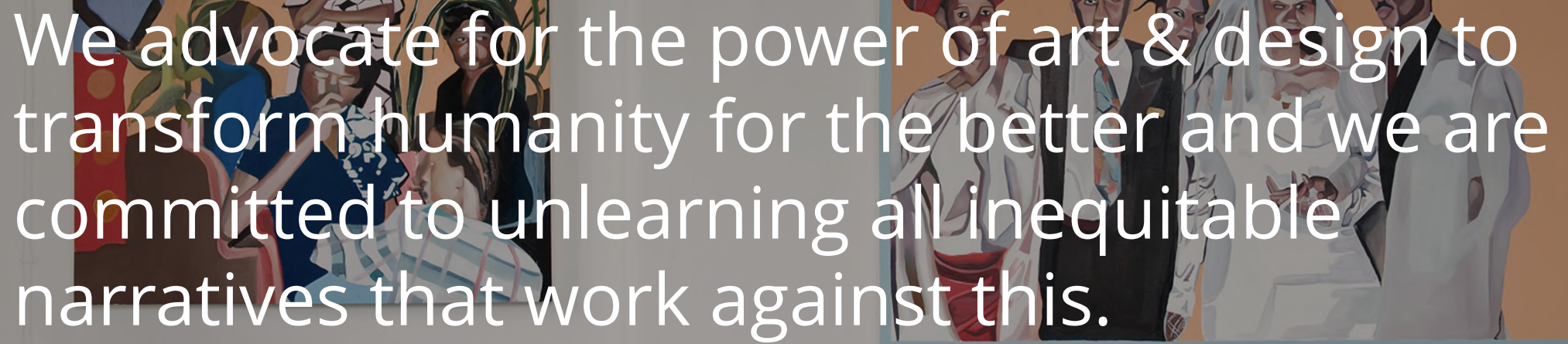
Tracey Emin, RA



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Our EDI mission.



We advocate for the power of art & design to transform humanity for the better and we are committed to unlearning all inequitable narratives that work against this.

Our EDI Mission

Image Credit: Colin Davison

EDI Mission Statement

At CHEAD we believe art is essential and this anchors all our EDI commitments to be a truly intersectional organisation of distinction, trust, and activism.

We believe that challenging patriarchal narratives through a people and planet centred approach to art & design HE is key to solving our national and global challenges.

By compassionately challenging ourselves and art & design HE to learn new intersectional narratives and ways of working that embrace and empower diverse communities, we hope to pave the way for more equitable futures across the art & design industry.

Our EDI values.



At CHEAD we hold three EDI values at the core of our work. We measure our EDI impact on our ability to demonstrate that we are an intersectional arts & design organisation of **distinction, trust, and activism.**

Our EDI Values

Image Credit: UNESCO Aschberg Programme

We live these values by:

1. Co-designing EDI programmes with those who have lived-expertise to ensure their distinct expertise and needs are reflected in our work.
2. Building trust in our EDI work through leading by example & holding ourselves accountable to the same standards of equity that we advocate for in the art & design sector.
3. Inspiring meaningful activism within our membership by providing support and guidance on how to engage with EDI challenges and conversations.

“I want people to think:
“If she can do it, then it must
be possible for me
to do it, too.”

Lubaina Himid, RA

Strategic EDI Action.

Our EDI pillars.



Our four EDI pillars of strategic activity help us achieve our EDI values of being an intersectional organisation of **distinction, trust & activism.**

Our EDI Strategic Pillars

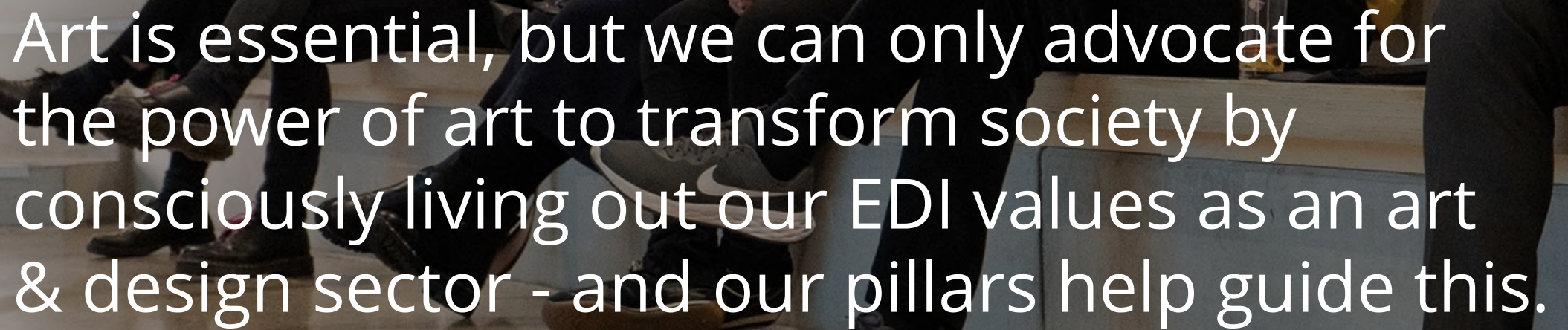
Image Credit: Deneil Harrison

Four EDI Pillars

Our four pillars are identity, expertise, advocacy & support.

These four strategic pillars of EDI activity centre those with lived-experiences of inequality & calls for a radical yet compassionate response to eradicating discrimination across the art and design sector.

Focusing on four key pillars across our EDI work allows us to challenge our ingrained institutional biases and lead with compassion and clarity in our efforts to tackle discrimination and othering within our sector and in turn, within wider society.



Art is essential, but we can only advocate for the power of art to transform society by consciously living out our EDI values as an art & design sector - and our pillars help guide this.

Our EDI Strategic Pillars Explained

Identity

Changing the face of art & design HE to be inclusive of all identities and identity expressions in a way that is authentic and informed by lived-expertise & experience.

Expertise

Developing & delivering expertise in impactful and engaging EDI initiatives that build new equitable futures.

Advocacy

Advocating for equitable change for those who have systemically been excluded or othered within the art and design sector by actively listening and then acting.

Support

Working with those seeking to undo structures of oppression within art and design to build a community of compassionate and, where needed, critical support for EDI initiatives.

“Through art, we can connect with each other on a deeper level, transcending language and cultural barriers.”

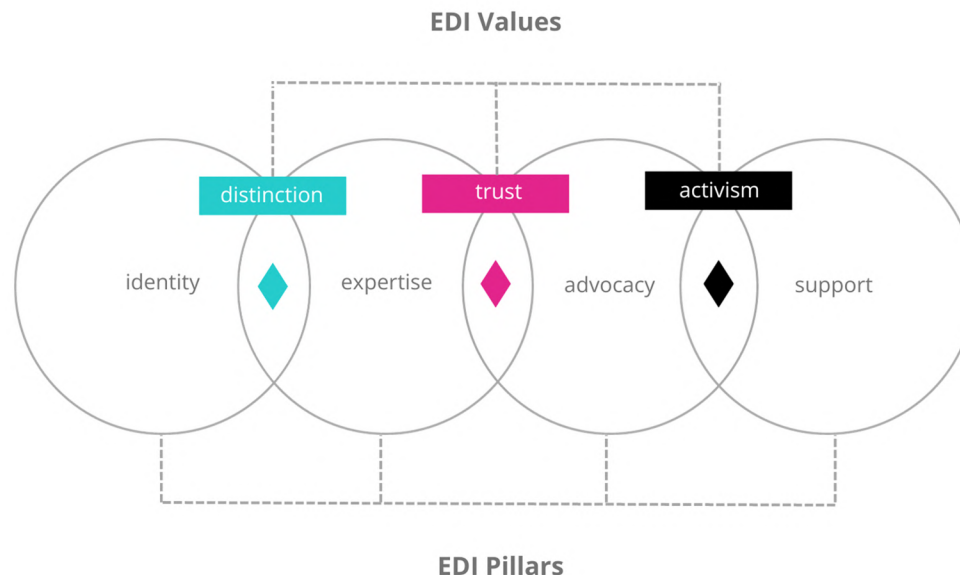
Grayson Perry, RA

Our EDI ecosystem.

By meaningfully focusing on these pillars, we live out our EDI values by developing a unique ecosystem of equity, diversity, and inclusion for CHEAD and the art & design HE sector.

Visualising Our EDI Ecosystem

Image Credit: Claudio Schwarz



Further Reading & Contact.

Further Reading

Thank you for referring to our CHEAD EDI Statements.

We appreciate (that sometimes) the answers to the questions that you have might not be here.

If you have any queries about our EDI Statements please contact us directly.

For more on EDI at CHEAD you can refer to www.chead.ac.uk/edi-alliance

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