

Peace, love and understanding will prevail at all times

EDI Mission: To create a more diverse and inclusive fringe theatre and comedy scene in Edinburgh and London, that is accessible to all.

Strategic Priorities

1. To conduct a thorough review of where Pleasance currently is in terms of protected characteristic and to gather data on our programme, audiences and team
2. To increase the range of lived experience across all our teams and our Board
3. To actively reach out to more ethnically diverse communities and increase our audience base
4. To maintain the good work we have started with ethnically diverse artists with projects like the Generate Fund, and to focus on bringing in more disabled artists

Objective/Aims

To conduct a thorough review of where Pleasance currently is in terms of protected characteristic and to gather data on our programme, audiences and team

- We will launch an Equal Opportunities Monitoring Form for all performer in our 2024 Edinburgh programme, with a view to rolling out a similar form to London performers in future
- We will explore integrated audience data gathering with our Box Office provider Red61 and look at alternative options such as Audience Finder to allow us to understand our audiences more fully.
- We will launch an Equal Opportunities Monitoring Form for our core London team, London casuals team and our full Edinburgh team

To increase the range of lived experience across our teams and our Board

- The team will create a Bursary Scheme for Edinburgh Volunteers to enable those from low income and underrepresented backgrounds to access the programme
- We will focus more time and resources on full time team recruitment to ensure we are reaching new networks from a range of backgrounds
- The team will work to embed pathways into work, through work experience placements, casual roles and the Volunteer programme, and will work with partners like Islington council to reach people with more diverse lived experience.
- In autumn 2024 we will run an open recruitment process for at least two new Board members
- We will commit to creating a version of our Wellbeing programme in London

To actively reach out to more ethnically diverse and disabled communities and increase our audience base

- We will pilot a Community Organiser role for Edinburgh 2024 to proactively reach new networks and audiences, with a view to expanding this role and it's scope over three years
- We will review the press networks we are targeted and find new platforms to promote our work in London and Edinburgh
- The team will continue to look at our community engagement work and will explore new funding options for a Participation Department

- We will maximise the brand new access equipment which is due to come in to operation in 2024 and will enable us to allow more d/Deaf audiences to access our work in London and Edinburgh, and for more wheelchair users to access the Courtyard site in Edinburgh

To maintain the good work we have started with ethnically diverse artists with projects like the Generate Fund, and to focus on bringing in more disabled artists

- The team will begin to explore setting up a new strand of the Charlie Hartill Fund focusing on d/Deaf and disabled artists
- We will ensure that our Main House is fully wheelchair accessible for performers, technicians and audiences
- We will continue to run the Comedy Reserve, Charlie Hartill Award and Generate Fund, with the aim of increasing the funds available per show, and benchmarking the funds against inflation

To see how we will realise these aims and objectives please see our 2024/2025 Action Plan: <https://docs.google.com/spreadsheets/d/1x0FK8qlrz6njHGeS6HzaEd8l2YRh5EoJIVLsxTMC LDM/edit?usp=sharing>