

Easy Read

Welsh Arts Anti-Racist Union

A report about stopping racism in the arts

This document was commissioned by **Arts Council of Wales** and the National Museum Wales. It is an easy read version of '**Welsh Arts Anti-Racist Union Phase 3 – Final Report**'

September 2021

How to use this document



This is an easy read document. But you may still need support to read it. Ask someone you know to help you.



Words in **bold blue writing** may be hard to understand. You can check what the words in blue mean on **page 25**.

Where the document says **we**, this means **Welsh Arts Anti-Racist Union**. For more information contact:

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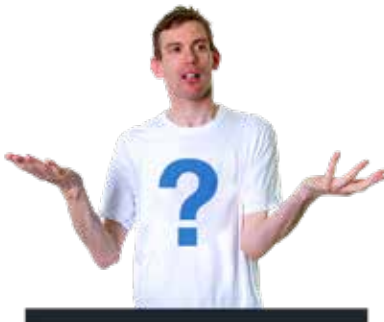
Introduction



We are the **Welsh Arts Anti Racist Union**. We are **black and non-black people of colour** who work in the arts.



The **Arts Council of Wales** and the **National Museum Wales** asked us to do a project.



The project was to find out why the Welsh arts are not very **diverse**.



Diverse means we are not all the same. For example, people come from different backgrounds, make different choices or are good at different things.

About this report



This report is about what we found out in our project.



And our ideas to make things better.



We split the project into 3 parts.



This report tells you what we did for each part. But it is mainly about part 3.

About the project

Part 1



For part 1, we looked at what work the **Arts Council of Wales** and **National Museum Wales** already did. When they tried to make the arts more **diverse** before.



We found out they talked to **diverse** groups before. But only people who had nothing to do with the arts.



They didn't talk to **black** and **non-black people of colour** already working in the arts.



The **Arts Council of Wales** and **National Museum Wales** don't know much about **black** and **non-black people of colour** working in the arts.



And they don't understand the problems they have.

Part 2



For part 2, we talked to **black** and **non-black people of colour** working in the arts. And asked them what it was like.



We also talked to other **diverse** groups. For example, disabled people, people who live in **poverty**, and **neurodivergent** people.



Poverty means not having enough money to pay your bills to feed yourself and your family, to heat your home, to buy the things you need and to get around.



Neurodivergent people are people whose minds work in different ways.



We found out that black and non-black people of colour do not like projects like this one. Because nothing ever changes.



We wanted them to know this project was different. And that they could trust us to make changes. We paid them for talking to us. So they knew we valued them.

Part 3



Part 3 was the last part of our project. For part 3, we got all the information together from part 1 and part 2.



We talked to some of the people from part 2 again.



We showed them everything we had found out.



We asked them for their ideas to make things more **diverse** in the arts.



We listened to their stories and ideas. And made a list of things that needed to change.

What we found out in part 3

Working in the arts



A lot of **black and non-black people of colour** suffer from **discrimination** in the arts.

Discrimination is when you are treated badly or unfairly because of your sex, race, religion, disability, or sexual identity.



Some **black and non-black people of colour** only get included in the arts during **Black History Month**.



Or when it makes the Welsh arts look good. Like when **Black Lives Matter** was in the news.



This makes **black and non-black people of colour** not trust the **Arts Council of Wales** and **National Museum Wales**.



This makes **black and non-black people of colour** feel like giving up working in the arts.

Getting funding for arts projects



To get **funding** for arts projects you must fill out application forms.



Funding is money that people or organisations can get to help them do their work.



Black and non-black people of colour told us:

- Application forms are really hard to fill out.
- Application forms are even harder if you are **diverse** in other ways too. Like if you are a disabled person. Or a **neurodivergent** person.
- **Diverse** groups don't get the help they need with application forms.
- It's much harder for **black and non-black people of colour** to get **funding** for arts projects.

Making it easier to get funding



The people we talked to had ideas about getting **funding**. To make it easier and fairer. They said:



- Application forms should be easier to understand.



- There should be different ways to apply for **funding**. Like for people who find forms too hard.



- There should be someone to ask for help. And to talk to about creative ideas.



- There should be some **funding** just for **black** and **non-black people of colour**.



- There should be more **diverse** people in important arts jobs. So that staff understand **diverse** groups better.

Working with young people



Black and non-black people of colour said it would be good if the Arts Council for Wales visited schools, colleges, and universities.



This would help young people get to know the **Arts Council of Wales**. And understand how the **Arts Council of Wales** works.



This might help artists when they work with the **Arts Council of Wales** later.



We know that the **National Museum Wales** already work with young people.



But some **black and non-black people of colour** do not feel welcome at the **National Museum Wales**. Especially when they become adults.

Making the Arts Council of Wales and National Museum Wales better



The **Arts Council of Wales** and **National Museum Wales** say they want to be more **inclusive**.

Inclusive means everyone can take part, and everyone has a fair chance.



But they give much more funding to white artists and groups. And much more support.



The **Arts Council of Wales** and **National Museum Wales** should be fairer.



They should support **black** and **non-black people of colour** as much as they support white people.



And give them the same chances.

Making the Arts Council of Wales and National Museum Wales more diverse



Black and non-black people of colour told us they are not seen as Welsh. Because they are not white.



Not speaking Welsh sometimes stops **Black and non-black people of colour** from getting **funding**. And work.



Arts Council of Wales and **National Museum Wales** are not **inclusive** of **diverse** groups of people.

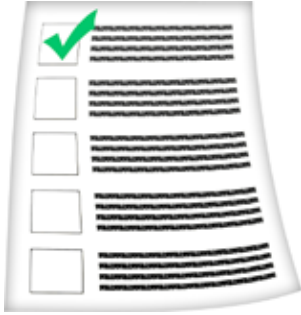


And the **Arts Council of Wales** and **National Museum Wales** do not have a lot of **diverse** staff. Having more **diverse** staff would help them understand **diverse** groups better.



And make the **Arts Council of Wales** and **National Museum Wales** better at supporting **diverse** groups and projects.

What happened next



After part 3, we made a list of demands for the **Arts Council of Wales** and **National Museum Wales**. Demands are things we want to happen.



Each demand has a different time limit. We want the **Arts Council of Wales** and **National Museum Wales** to stick to these time limits.



We want the **Arts Council of Wales** and **National Museum Wales** to tell us how they plan to meet our demands.



We gave them 3 months to tell us their plans.



We want the **Arts Council of Wales** and **National Museum Wales** to work closely with us. And to give us power to make changes.

Our list of demands

1. We demand the Welsh arts are fairer for everyone



We want **black** and **non-black people of colour** to get the same chances as white people.



And the same support.



We want more **funding** for **black** and **non-black people of colour** in the arts.



And for artists living in **poverty**.



We want organisations who are **inclusive** to get more support. And more **funding**.



We want organisations in charge of **funding** to be more **diverse**. So they treat diverse groups more fairly.



We want **diverse** groups to get more help with their arts projects. For example, help with **funding** applications. Or having someone to talk to about creative ideas.



We want un-used workspaces and equipment to be shared. For example, letting local communities use arts supplies that no one else is using.



We want all documents to be in easy read. And in a language users can understand.



We want all **Arts Council of Wales** and **National Museum Wales** staff to work in **diverse** communities. So they can learn more about them.

2. We demand for discrimination to end in the Welsh arts



If someone leaves their job because of **discrimination**, they should still get paid. This includes Disabled People.



We want **funding** for the following people who have suffered from **discrimination**:

- **Black and non-black people of colour**
- Disabled people
- **Neurodivergent** people
- People living in **poverty**
- **Refugees** and **asylum seekers**



A **refugee** or **asylum seeker** is someone who leaves their country to escape danger. They ask to live in another country.

- **Queer** and **trans people**

Queer people are people who don't want a label for their sexuality or gender.

Trans people have a different gender to the one they were born with.



We want rules to be fairer for **black** and **non-black people of colour**.



We want people to be paid fairly for any work they do. Including volunteers.



We want arts organisations to be honest about **discrimination** problems they have.



We want to create a **Transition Council** to work with the **Arts Council of Wales** and **National Museum Wales**.



The **Transition Council** will make sure our demands are met.

3. We demand more diversity in the Welsh arts



We want at least 3 black people working on the Board for the **Arts Council of Wales** and **National Museum Wales**.



We want **black and non-black people of colour** to get training for jobs in the **Arts Council of Wales** and **National Museum Wales**. For example, for finance or management jobs.



We want **funding** to train **black and non-black people of colour** who are:

- British sign language interpreters
- Captioners
- Audio describers
- Translators



These are all to do with language and communication. This will make sure events are **inclusive** for all **black and non-black people of colour**.



Arts organisations working with **diverse** groups must hire some staff from those groups.



Artists and art workers should get **funding** to learn different languages. This will help them to be more **inclusive**.



We want the following groups to be more included in the Welsh arts:

- **Black and non-black people of colour**
- Disabled people
- **Neurodivergent** people
- People living in **poverty**
- **Refugees** and **asylum seekers**
- **Queer** and **trans** people



We want more arts projects about **diverse** groups. And their histories.



We want more people to be able to use **National Museum Wales** collections. Including community groups and schools.



We want the public to have a say in these collections. And how to make them more **diverse** and **inclusive**.

4. We demand the Arts Council of Wales and National Museum Wales make big changes



The **Arts Council of Wales** are recruiting an **Agent for Change**. This person will help make the arts more **inclusive**.



We think this job is too big for one person. We want the **Arts Council of Wales** to recruit a whole team to do this job.



The **Arts Council of Wales** and **National Museum Wales** only hire **diverse** staff for certain jobs. We want this to change.



The **Arts Council of Wales** and **National Museum Wales** should have **diverse** staff doing all kinds of jobs.



We want the **Arts Council of Wales** and **National Museum Wales** to tell us how much their staff get paid. So we can check it is fair.



We want all **Arts Council of Wales** and **National Museum Wales** staff to be qualified for their roles. And to understand the communities they work with.



We want the **Arts Council of Wales** and **National Museum Wales** to say who they give **funding** to. So we can make sure they are being fair.



If organisations say they are going to work with **diverse** groups, they must prove it. If they can't, they should lose their **funding**.



We want all staff to do **unconscious bias training**. This training helps you see how **discrimination** can happen without you even noticing.



We want the Welsh arts to learn from mistakes they made in the past. And to do better in the future.

Hard words

Discrimination

Discrimination is when you are treated badly or unfairly because of your sex, race, religion, disability, or sexual identity.

Diverse

Diverse means we are not all the same. For example, people come from different backgrounds, make different choices or are good at different things.

Funding

Funding is money that people or organisations can get to help them do their work.

Inclusive

Inclusive means everyone can take part, and everyone has a fair chance.

Neurodivergent

Neurodivergent people are people whose minds work in different ways.

Poverty

This means not having enough money to pay your bills to feed yourself and your family, to heat your home, to buy the things you need and to get around.

Queer

Queer people are people who don't want a label for their sexuality or gender.

Refugee or asylum seekers

This is someone who leaves their country to escape danger. They ask to live in another country.

Trans

Trans people have a different gender to the one they were born with.

