

Anti-Racism Action Plan Update

Programme & Collection

In addition to continuing to foreground BIPOC artists in our exhibition programme, we commit to the following action points.

Ongoing

Our working Research Strategy has decolonisation as one of its core agendas. We will continue to resource research that explores colonial contexts at Kettle's Yard, as well as disseminate existing and new postcolonial research.

New research into the work of artist Avinash Chandra (1931 – 1991) is being undertaken and a display or exhibition of his work is planned for the future. A number of Chandra paintings (in the collection, but not on public display) will be installed in the House for the next five years.

Two of our five-year ambitions (2023-27) are:

- To devise and implement a new Research Strategy: Strengthening Kettle's Yard role as a resource and catalyst for research and insight, through new programmes and publications.
- To launch and develop 'Perspectives': A platform for commissioning and sharing research, projects and programmes, deepening understanding and knowledge of the house and collection, and our wider programme, through many voices and stories.

Organisational Structure & Culture

Ongoing

We stimulate an anti-racist culture at Kettle's Yard by sharing anti-racism resources among staff.

The Action Plan is a regular item on the agenda of our Housekeeping Team Meetings (to which all staff are invited) and Kettle's Yard Committee Meetings.

We promote an anti-hierarchical and transparent organisation by clarifying and opening out decision-making processes. There are monthly staff newsletters. Minutes and reports from meetings are shared and saved centrally (with copies of some printed out for the staff breakroom). In Summer 2023 we launch the new Staff Handbook which explains how Kettle's Yar operates and is managed. We plan to hold a staff Away Day in 2023/24.

We advocate for anti-racist action in our inter-organisational networks, including the University of Cambridge Museums (UCM) and Plus Tate Network. Kettle's Yard staff are active members of UCM networks and groups, as well as Plus Tate and Engage. As part of these networks staff have been involved in recent discussions on the subject of anti-racism and decolonising collections.

By autumn 2023 we aim to publish Access, Programme and Freedom of Expression and Environmental Responsibility policies on our website.

We will hold open recruitment to the Kettle's Yard Committee in Autumn 2023.

Training & HR

Ongoing

We published a tool in 2021 for anonymous reporting of racist incidents which included links to resources and procedures already existing in the University. Relevant new guidance and support material published by the university is communicated to staff.

We share all relevant training opportunities with all staff. The University has appointed new staff to lead Equality, Diversity and Inclusivity at the University. We will meet with these staff to discuss our future needs.

The Code of Conduct devised by the Anti-Racism Working Group is now in use with staff, volunteers and those we work with.

Recruitment

We redesigned our recruitment practice in 2021/2 and continue to monitor the results of the changes in terms of applications and appointments. These results are discussed at the Anti-Racism Working Group meetings.

We are committed to a paid placement scheme from 2023/24 onwards.

New supplier and contractor lists have been and continue to be produced and used and as a result we have worked with new BIPOC suppliers and contractors across the organisation.

Communications

We continue to use our communications channels to amplify anti-racist actions by artists, peers and partners.

Working with curators, we will share ongoing research, stories and alternative interpretations from the Kettle's Yard house and collection in an accessible way.

Fundraising

We continue to undertake due diligence on all opportunities for sponsorship, corporate partnerships, brand partnerships and venue hire.