

Equality, Diversity & Inclusion (EDI)



The Cultural Bridge programme is committed to promoting an equitable, diverse and inclusive network and the following questions will help us to learn whether we are reaching our target audience.

The programme prioritises funding organisations and activity that helps to bring people together and make communities stronger and more inclusive, through artistic practice. We particularly want to support work with communities who are often under-represented in creative activities.

We'd be grateful if you would answer the following questions, as they will help us to monitor our progress and continue to improve. Please note these questions are non-mandatory.

Please note, the answers you provide here will not inform the selection process. They will be treated confidentially and used as anonymised, aggregated, data only.

Leadership

When you think about the leadership team of your organisation* do they identify as having one or more of the following characteristics? These are the characteristics CB funders consider to be indicators of a diversity-led organisation, please tick all that apply.

[*Your leadership team might include Boards, advisory groups, lead practitioners and/or participants with meaningful influence.]

Please complete for both the German and UK primary partners. If you don't have the data or do not know, please don't assume and do not tick.

- | | |
|---|---|
| <input type="checkbox"/> Age | (I) under 24 or over 65 years old |
| <input type="checkbox"/> Disability (physical or mental) | (I) for example, people who: identify as Deaf/deaf and use sign language (BSL, DGS) as a first language, identify as neurodivergent, live with a long-term medical condition; have a mental health condition that impacts their daily lives. |

- Ethnic background** (I) for example, people who identify as being from a minority ethnic group e.g. Middle Eastern, Roma or Global Majority: Black, African, Asian, Indigenous, Caribbean or Latin ancestry etc.
- Sexual Orientation** (I) for example, people who identify as gay, lesbian, bisexual etc.
- Religion or Belief** (I) for example, people identifying as Muslim, Jewish, Hindu, Sikh, etc.
- Socio-economic Background** (I) for example, people who grew up in a low income household, who have experienced poverty, whose parents did not attend higher education.

Please tell us what percentage of your leadership team identify a combination of the different characteristics listed above? (150 words/1000 characters)

Please use this space to explain your answer or share your thoughts if you wish: (150 words/1000 characters)



Participants

When you think about the participants (e.g. community, artists, practitioners) your organisation works most closely with, through your regular creative programme, do the majority experience disadvantages in society because of any of the following characteristics or lived experiences?

Please complete for both the German and UK primary partners. If you don't have the data or do not know, please don't assume and do not tick.

- Age**
- Disability (physical or mental)**
- Ethnic background**
- Gender**

- Sexual Orientation**
- Religion or Belief**
- Come from a disadvantaged socio-economic background**
- Have grown up in the care system**
- Have experience of being carers**
- Do not speak English or German as their primary language**
- Have experience of displacement, such as refugees and asylum seekers**
- Live in geographic locations which may inhibit opportunities for engagement**
(I) For example rural areas with poor cultural infrastructure

Please tell us, or estimate, what percentage of the community you work with have a combination of the different characteristics and/or lived experiences listed above?
(150 words/1000 characters)

Please use this space to explain your answer or share your thoughts if you wish:
(150 words/1000 characters)