

Power Up!: Equity, Diversity, Inclusion and Activism

‘Everybody’s got a story to tell... and their own way of telling it....’

Context

Equity, Diversity, Inclusion and Activism has been at the core of 20 Stories High’s work since 2006. There has now been a gear shift in the organisation to respond to the increasing societal oppressions and barriers that face our working class, culturally diverse, LGBTQ, Deaf, disabled and Neurodivergent participants, audiences, artists and staff and board.

Power Up! is our EDIA programme for our staff, board, young people, freelancers and we are now developing an external programme of activities to share learning and explore how we can do better together. This programme invites artists/activists with lived experience to come and have open, creative, philosophical and political conversations with the team, participants, as well as the wider sector.

Programme strands:

- Staff quarterly training session & EDIA project meetings
- Board training & development
- Equity, Diversity, Inclusion and Activism (EDIA) youth theatre & creative community sessions
- EDIA open sessions for 18+ artists/theatre makers/arts sector

Action Plan

Our learning and development through Power Up! is then translated directly into our action plan. Our mission is to move away from the traditional equality and diversity action plan, and move towards a more intersectional, living breathing programme of work.

This will allow 20 Stories High to grow and develop as an organisation in terms of how we operate and function as well as inform the work we make.

This action plan is a working document, reviewed and developed by the team with our EDIA Associate Nathan Powell on a monthly basis. We learn something new, we work out what that means in terms of an action, we add it to the plan. It is reviewed quarterly by our Board of Trustees. We also plan to share it on our website.