



Equity, Diversity, and Inclusivity (EDI) Policy

At FACE, we are dedicated to fostering an inclusive, diverse, and equitable environment in all aspects of our organisation and its activities. Our Equity, Diversity, and Inclusivity (EDI) policy reflects this commitment and serves as a foundation for ensuring that everyone—irrespective of background, identity, or circumstance—feels welcomed, valued, and supported within our community.

Definitions

Equity refers to ensuring fair and just treatment by acknowledging and addressing systemic inequalities that may privilege some and disadvantage others. It differs from equality, which assumes uniform treatment despite varying circumstances.

Diversity encompasses all human differences, including visible and invisible aspects such as race, gender, sexual orientation, socio-economic status, disability, and more.

Inclusivity means providing equal access to opportunities and resources, particularly for those who may otherwise be marginalised or excluded.

Accessibility focuses on the design and provision of environments and opportunities to ensure that individuals of diverse abilities and identities can participate fully without barriers.

Our Values

FACE is built upon values of openness, inclusivity, and equal opportunity. We reject all forms of racism and discrimination, including those based on gender, sexuality, religion, ethnicity, age, class, or ability, recognising the ongoing prevalence of such issues in society and the arts sector. Our organisation is founded on democratic principles and transparent governance, striving to raise awareness of the intersectional and complex nature of anti-discrimination work. We seek to promote best practices and extend our reach to inspire other networks and institutions.

Our Aims

We aim to create a working culture where everyone, regardless of their background or characteristics, feels respected, valued, and empowered. It is important to us that every individual can express themselves authentically, thrive in their role, and have the opportunity to develop their talents to their full potential. We also ensure that all voices, particularly on challenging or difficult topics, are heard and respected.

Our Commitments

FACE is committed to fostering an environment of equity, dignity, and respect for everyone who works with or alongside us. We value individual differences and the contributions of all, and we actively seek to create workplaces and spaces free from discrimination and harassment.

Reasonable accommodations will be made to support individual needs, whether related to accessibility, health, parenting, or other circumstances. Regular monitoring of practices will take place to ensure fairness, and our policies will be reviewed annually to remain relevant and effective.

Our commitment extends to ensuring that our communications and events are inclusive and accessible to all. We actively prioritise diversity and inclusion in our recruitment processes and event planning, seeking feedback to continuously improve.



Responsibilities

Every board member and team member is responsible for helping to actualise the values and commitments set out in this policy. The FACE Board is ultimately responsible for championing EDI, while the Director ensures the policy's implementation.

Policy Scope

This policy applies to everyone involved with FACE, including contractors, volunteers, and other stakeholders. It covers all areas of identity that may be subject to marginalisation, including but not limited to age, race, gender, sexual orientation, disability, and socio-economic status.

Supporting Guidance and Processes

FACE engaged in the Erasmus+ funded project Shift-Shared Initiatives for Training Project (2019-2021) to co-create online manuals and guidelines on Inclusion as a UN Sustainable Development Goal. A series of supporting documents and guidelines has been developed, including guidance on anti-harassment, event management, recruitment, and communications, reinforce this EDI policy and ensure that EDI principles are fully integrated into all areas of our work.

Policy Review

This policy will be reviewed every two years to ensure it remains relevant, effective, and reflective of FACE's values and commitments.

We welcome feedback and suggestions for improvement to help ensure that FACE continues to be a place where equity, diversity, and inclusivity are actively upheld.

*Policy approved on 27 May 2025,
Elodie Peltier, President*