


Spotlight Partnership package

Feb 2023

One Year of Support, Challenge and Guidance





Spotlight Inclusion

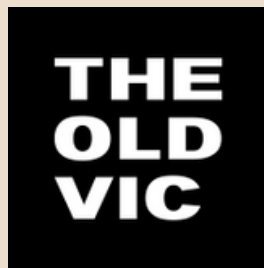
Who are we?

We are an Equity, Diversity and Inclusion consultancy specialising in the arts. Our team have an extensive background in the arts and a keen understanding of the challenges for the arts generally, and with regard to the challenges of creating a truly diverse workforce within inclusive environments.

We like to develop long lasting supportive relationships with our clients. We are also committed to providing high quality services which are value for money.

About us

We work with arts organisations across the country to support their journey towards truly inclusive workspaces. Some of the organisations we work with include:



STRATFORD
EAST



Our team

Shonagh Reid
Director

Laura
EDI associate and facilitator

mezze eade
EDI associate and facilitator

Jasmin Brand
Marketing & business assistant

Testimonials

“It has been a joy working with Shonagh both at The Old Vic and the National Theatre. Displaying a sensitive and collaborative working style, Shonagh establishes an immediate rapport with key staff which enables consensus driven cultural change. She has provided us with training programmes for new and established staff, advice on topical and complex issues, a sounding board for colleagues, and been a working guide on inclusion and belonging to further education within the workforce in the broadest sense. Staff feedback on training was extremely positive and has resulted in a clearer understanding about the inclusive community that we all want to foster in theatre.”

Kate Varah: Executive Director at the National Theatre

“I was also blown away by the best EDI training I’ve ever been to. And I’ve been to a lot!”

- 100% of those who completed the training felt it was relevant to their role.
- 100% rated the content of the session as being good, very good or excellent.
- 96% of participants rated the delivery as very good or excellent.

The Old Vic

“We chose Spotlight Inclusion to deliver EDI training to our trustees and local governors because we wanted something beyond just compliance and our legal position, which could be accessed relatively easily online. Shonagh delivered in full with two excellent sessions covering issues such as natural bias and the application of EDI to our culture. Not all attendees shared the same beliefs but Shonagh managed to focus us on dignity and respect which kept us together as a team. Thoroughly recommended!”

St Barnabas Cof E Multi Academy Trust

“We worked with Spotlight Inclusion to develop a microaggression policy and microaggression training for all our staff. Staff found the development process incredibly supportive, and the training sessions really informative and helpful. The policy developed will provide a really strong support for all our staff.”

Eleanor Lang, Executive Director of Theatre Royal Stratford East

“It has been wonderful to work with Spotlight Inclusion. They worked with us to ensure the aims for our Trust were met then delivery of the materials were brilliantly executed. The talk was informative, emotive and thought-provoking which is going to help us with our work around EDI this year.”

RISE MAT

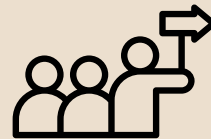
Partnership Package

We are very proud of this service. We feel it best supports organisations who may be in the early or intermediate stages of their inclusion journey.

You benefit from building a relationship with us which lasts around 12 months. This is enough time to allow you to gain a good understanding of equity, diversity and inclusion and see progress on your commitments, but short enough so that you don't feel restricted.

What's involved?

Inclusion Leadership Support



This element of our work together supports leaders of the organisation to learn about the specifics of inclusion leadership. It includes:

- Learning and understanding more about protected characteristics.
- Exploration of the specific challenges when embedding an inclusion strategy.
- Input on how to lead inclusively.
- Creation of a measurable action plan.
- Monitoring, evaluation and review of progress and goals.

We recommend quarterly meetings with leaders to help deliver timely and relevant information on equity, diversity and inclusion topics, whilst systematically supporting leaders with implementing and embedding the action plan we create together.

Survey Delivery



A survey is a listening opportunity.

We believe that surveys are central to us beginning to understand the level of inclusion in an organisation. In our experience, employees engage with a survey which is administered anonymously and with people outside of the organisation. The anonymity allows people to be open and speak freely.

The data we gather from the survey helps us to identify areas for development which form part of the action plan.

Stakeholder voice



Data tells us a lot, but it doesn't tell us everything.

Stakeholder voice activities are essential to tie our work together.

Holding discussions with groups of people helps us to hear the experiences and narratives behind the data and identify reasons for results. The combination of the quantitative and qualitative data helps us to create a bespoke and robust action plan with you.

Tailored Training.



Following the investigative process we have outlined above, we will need to begin to target areas for development by raising awareness.

We use the information from your organisation to create training sessions which meet your needs and provide the bedrock for the rest of your inclusion action plan.

Included in the package is access to 3 training sessions of 2 hours. Topics could include, but aren't limited to:

- How to create an inclusive environment
- Anti-racism training
- LGBTQ+ training
- Access and D/disability training
- Inclusive recruitment and retention training
- Understanding the cumulative impact of discrimination
- Microaggressions training

These sessions would be delivered virtually at times which meet the needs of your organisation.

Consultancy Retainer



Your inclusion journey is not going to be linear.

Even with our quarterly meetings there are going to be times when you need a critical friend to support you with unforeseen circumstances.

You might need us for:

- Crisis management
- Mediation
- Advice on a specific topic
- Additional training or support on a specific topic
- Supporting employee resource groups

This package includes 2 days of consultancy to be used how you wish. If at the end of our time together you haven't used it, we can use the remaining time for further Inclusion Leadership Support or training.

Risks

With any inclusion journey there are some risks, and we like to be open with our prospective clients about this.

Risks include:

- Use of resources in terms of finance and time.
- Fragility and rejection of inclusive processes by your colleagues.
- As the environment becomes more inclusive, people tend to voice their concerns more.
- Negative responses to what may be perceived as a 'woke' agenda.

Benefits

There are more benefits to embedding an inclusive approach than not. Just some of the benefits include:

- Improved working environment for colleagues.
- Over time, a reduction in complaints of racism and other types of discrimination.
- Over time, improved diversity at all levels of the organisation.
- The organisation becomes more desirable to new employees and partners.
- There is strong evidence which suggests that a more diverse organisation has better outcomes which lead to better profits.
- Improved reputation
- Better retention of colleagues

We would welcome a conversation about how Spotlight Inclusion can support you and your organisation.

Thank you for showing an interest in working with us.

Please don't hesitate to contact us should you wish to discuss this further.

A handwritten signature in black ink, appearing to read 'Shonagh Reid', written in a cursive style.

Shonagh Reid

Director of Spotlight Inclusion LTD

