

Quentin Blake Centre for Illustration

Equity, Diversity and Inclusion policy

Illustration is for everyone. It is part of our everyday lives and we can all create it. If more people were empowered to illustrate then more stories and ideas would be heard. Our vision is a world in which:

- everyone can communicate through illustration
- everyone can explore and challenge the imagery around them
- everyone can use illustration to examine the way we live and work, past, present and future

This vision cannot be achieved unless illustration is representative of society, which requires a committed, systemic approach to addressing equity, diversity and inclusion (EDI).

Research and anecdotal evidence suggests that D/deaf and disabled people, women, LGBTQIA+ people, people from backgrounds that are less socio-economically privileged and people of African, Caribbean, Central Asian, East Asian, South Asian, South East Asian and West Asian heritage are under-represented in public discourse about illustration, in gallery and museum exhibitions and in the museum and gallery workforce. We need and want to redress this balance, in our own organisation and as part of the wider landscape for visual arts and illustration in the UK.

Our approach to EDI is driven by our core values: curiosity, compassion, equity, relevance and rigour. We are imaginative and unafraid to think and do things differently. We are driven by having a positive impact on others and on the world around us. We meet people on their terms, design our activities with them, value their enjoyment and support them to grow. Above all, we want everyone to know they belong and to feel our organisation belongs to them.

Alongside these strategic drivers, we must and will uphold our legal obligations in regard to the protected characteristics defined in the Equality Act 2010 (age, disability, gender/gender reassignment, marriage/civil partnership, pregnancy/maternity, race, religion or belief, sex or sexual orientation) and meet the expectations of our funders and audiences. We will, however, seek to go beyond these, aiming to follow best practice in all areas. In addition to the protected characteristics, we will reject discrimination on the basis of socio-economic circumstances.

The full staff team meets monthly to ensure that EDI is considered across every aspect of our programmes, recruitment and working practices. EDI commitments, actions and targets are detailed in an action plan that is regularly reviewed by the senior management team and board. We are always happy to discuss our work so please contact us on access@qbcentre.org.uk if you'd like to know more.