



Equality and Diversity

Exploring Shared Language

Equality

We define this as when individuals are not experiencing discrimination or unfair treatment due to their individual characteristics.

Equity

The recognition of what each of us need to survive or succeed, based on where we are and where we want to go.

Beyond Equality

We recognise that equality can only be achieved in combination with equity. We aim to offer support to all in accessing FACT's programmes, resources and opportunities. For example, when working with young people we offer enhanced support to those who face more barriers to accessing FACT.

Diversity

Including individuals from a wide variety of different backgrounds and identities, including those who identify as having protected characteristics.

Protected Characteristics

As per the 2010 Equality Act, these are: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.



Beyond Protected Characteristics

In [FACT's 2020 EDI Policy](#) we added the following categories to better represent how we work with people: socioeconomic background, gender identity, care-giving / parental responsibilities, neurodiversity.

Representation

Representing the communities that we are part of, and whom we serve. As a publicly funded institution, we are expected, and are committed, to have a staff and programme which reflects the diversity of Liverpool.

Beyond Representation

FACT aims to go beyond representation, with a goal of systemic change. Change both internally (within the institution's structure); and also externally.

Inclusion

Creating ways of working which ensure different groups of individuals are culturally and socially accepted, welcomed and treated with equality. How can we create a more personal approach to access in order to be inclusive without 'othering' people?

Relevance

We prefer to use the term responsive. 'Relevance' is widely used by arts funders to describe an arts programme which is



meaningful in some way to the communities who access it. It is used alongside terms like 'urgency', 'social issues' and 'diversity'.

Responsive

FACT's practice stays authentically connected to the people with whom we are working, and the audiences we are talking to. As an organisation which champions creative technology, this gives us the tools to be connected: we are evolving and not afraid to be challenged or to change.

Access

Both physical and conceptual accessibility. Identifying, understanding, and responding to circumstances which might prevent someone from accessing FACT. We want to create equitable opportunities for access regardless of a person's abilities or circumstances.

Community

Communities are human people; not abstractions. A community is a group of people who share something in common. You can define a community by shared attributes of the people in it, or because those within a group feel some sense of belonging or interpersonal connection.

Underrepresented Communities

Identified in Arts Council England's language as groups who are "underrepresented" in the arts: both in terms of employment as well as their experiences and voices. This term is often used to talk about, and measure the impact of the arts on those "communities".



Underserved Communities

FACT prefers to use 'underserved' as we are talking about communities which might be represented in certain spaces, but may not have access to, or are not served by those same institutions.

How does FACT use “Community”?

Whenever we use the word 'community', we ask: Who is FACT's community and what is our role? Do the people we are working with understand themselves as a community? How would they define themselves?

Beyond Community

FACT aims to take a dynamic, collective approach to how the people and places we work with define themselves (or choose not to), understanding that this is constantly evolving.