

Our Quarterly EDI and HR Action Plan update: Feb - Apr 2022

Our commitments:



Our priorities:



Q1 progress:



Started Race and Ethnicity Development Programme for Directors' Group



Assigned Executive Sponsors for ERG: Barbican Women & Barbican Global Majority



Begun the process to develop and update our Casual Workers handbook



Developed a clear guide on how to Raise a Concern and Bullying and Harassment (launch Q2)



Produced a training video on inclusive recruitment



Reviewed Dignity At Work Advisor and Mental Health First Aider services



Started recruitment for two new permanent roles 'Director of People, Inclusion & Culture' and 'Head of EDI'



Started improving employee representation across key meetings and panels



1:1 Spaces of Care and Racial Wellness Workshops for Barbican Global Majority colleagues continues

We will continue to communicate and be open on our journey of change, so let's keep talking



LetsTalk@barbican.org.uk

Next steps:



Changes in the way we communicate



Broader representation across Dignity At Work Advisors and Mental Health First Aiders



Transition of all casual workers to Parim scheduling app



Inclusive Meeting Behaviours introduced



Relaunch of Dignity At Work Advisors service



An all employee event with our new CEO, Claire Spencer