



Andrew Lloyd Webber  
Foundation

## **Andrew Lloyd Webber Foundation commitment to Diversity, Equity and Inclusion (DEI)**

ALWF's mission is to champion access, participation and engagement in the arts and heritage, by supporting projects that reach diverse communities and break down barriers to participation. We believe this is important because we know that engagement in arts and heritage enriches lives, unlocks creative potential, improves skills, increases confidence and above all that it should be available to all.

Diversity, Equity and Inclusion is a core criterion for all our funding decisions, and it should be as relevant to our organisation as it is to our grant making. Our work involves championing the importance of diversity in the arts, including at senior management levels. We recognise that diversity and inclusion are critical to our effectiveness, authenticity and credibility and will help us to become a better performing organisation through, for example:

- Having a breadth of thought and experience
- Being more creative and innovative and able to respond and change to meet our beneficiaries' needs
- Having a better understanding of our beneficiaries' needs

### Our aims for the future

- 1) to create regular formal opportunities for the board and staff to openly consider how DEI relates to our mission and current priorities
- 2) to identify and tackle areas where unconscious bias may exist in the organisation
- 3) to recruit, train and retain board, advisors and staff with a broad range of experience and both lived and learned expertise
- 4) to acknowledge the imbalance of power created through grant giving and to develop guidelines, policies and decision-making practices that mitigate this imbalance and further strengthen our commitment to DEI in all our grant making activities and decisions
- 5) to actively seek the opinions and experiences of people who are underrepresented (e.g. different ethnicities, genders, abilities, classes, backgrounds) to ensure our work to support people facing barriers to participation and engagement in the arts, culture and heritage is relevant and effective
- 6) to collect and publish data on our progress to achieve these aims and to demonstrate our commitment in this area
- 7) use the high-profile position of our settlor to champion DEI practices throughout the arts and theatre industry