

ONCA Trust Limited

Diversity and Inclusion Policy

ONCA strives to be an accessible and inclusive organisation. We try to cater for everybody's access and participation needs. We encourage and work with exhibiting artists and partners to make their projects as inclusive and accessible as possible. We ask that all hirers of the venue adhere to ONCA's policies and guidance on diversity and inclusion.

Diverse & Inclusive Events

- We host events tailored to the needs of participants of a wide range of ages and abilities
- We support artists to explore how they can make their practice accessible to diverse participants, such as people with learning disabilities, visual & hearing impairments, neurological conditions and people who are non-native English speakers
- We encourage practitioners to offer concessions tickets for unemployed, low-waged, senior members and marginalised groups
- We require that practitioners, hirers and external organisations comply with our equal opportunities policy and facilitate activities in ways which are inclusive and respectful of diverse audiences

Diverse & Inclusive Exhibitions

- We actively seek and support artists from communities who have been traditionally and systematically excluded from mainstream arts and culture
- We work with community-led organisations and arts inclusion specialists to improve our in-house curatorial practices
- We support artists and hirers and to incorporate diversity, inclusion and accessibility within their curatorial practices

Diverse & Inclusive Partnerships

- We actively support and align with individuals who are, and organisations who represent: LGBTQIA+ people, people of colour, people living with disabilities and people on low incomes
- We partner with community-led organisations on projects that aim to increase participation amongst (or with) marginalised groups
- We will not work with organisations or individuals whose practice promotes: sexism, transphobia, homophobia, ableism and racism

Last updated: October 2019