
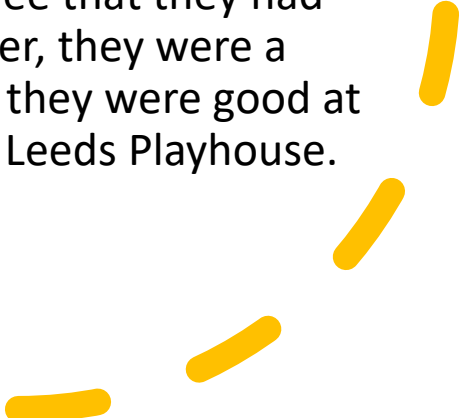


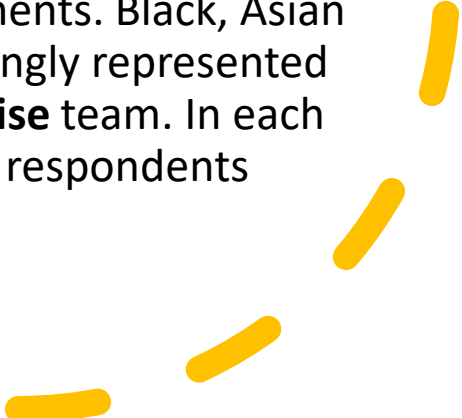
Summary of responses to quick questions

- **169** responses in total. Black, Asian and ethnically diverse people accounted for **13%** of all respondents, amongst them employees (8), freelancers (10), trustees (3) and volunteers (1), combining to make a total of 22 respondents. Because numbers are small we have combined all Black, Asian and ethnically diverse respondents into one category.
- **12** of the Playhouse's **16** trustees responded to the survey. Again, numbers are small so caution should be exercised in interpreting the percentages.
- **Black, Asian and ethnically diverse respondents were significantly less satisfied** with Leeds Playhouse's performance in respect of racial equality than were White respondents. The statement - *I feel that I am treated fairly and equally at Leeds Playhouse* - was the only one with which a majority of Black, Asian and ethnically diverse respondents agreed or strongly agreed, albeit a smaller majority than other respondent categories.

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- Black, Asian and ethnically diverse respondents were less likely to know whom to approach were they to witness or be subject to a racist incident and were less likely to feel that such a complaint would be dealt with effectively.
 - The aspect of practice with which all respondent groups were most satisfied was fair and equal treatment – both with regard to themselves and to visitors. However, it should be noted that Black, Asian and ethnically diverse respondents were less likely to feel that all visitors are treated fairly and equally.
 - Only **36%** of all respondents felt that Leeds Playhouse staff broadly reflect the diversity of the Leeds city region. This proportion drops to **30%** in respect of representativeness of Leeds Playhouse audiences.
 - Freelancers were less likely than employees to agree that they had equal access to training and development. However, they were a little more likely than employees to believe that if they were good at their job, they had every chance of progressing at Leeds Playhouse.
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Perceptions by team:

- Perceptions of practice in respect of racial equality and racial justice vary significantly across teams.
 - **Freelancers** were less likely than employed staff to report that Leeds Playhouse's stance on anti-racism had been explained to them. However, they were marginally more likely than employed staff to feel that a complaint would be dealt with effectively.
 - **Production and Technical** respondents were notably much more likely to agree with some statements than were other teams. This team had the lowest proportion of Black, Asian and ethnically diverse respondents. Only one of 42 respondents identified as Black, Asian or ethnically diverse.
 - **Creative Programme** respondents were generally more likely than others to disagree or strongly disagree with statements. Black, Asian and ethnically diverse respondents were most strongly represented amongst this team and in the **Commercial Enterprise** team. In each of these teams, Black, Asian and ethnically diverse respondents represented 18% of respondents.
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Name up to three things Leeds Playhouse should do to improve its anti-racist practice

- Communications
 - Targets
 - Embedding rather than adding on
 - Training and development
 - Relationships and alliances
 - Workforce diversification
 - Openness and transparency
 - Programming
 - Positive action
 - Cultural competence
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What might get in the way of the three priorities happening?

- Reluctance to change
 - Competing priorities
 - Commitment of senior leadership
 - Seeming and being
 - Endemic issues within the sector
 - Fear
 - Perceptions of theatre as an art form
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What should an anti-racist organisation look and feel like?

- Open, comfortable and accessible to all
 - Proactive, not reactive
 - Staff feel knowledgeable and confident about the Playhouse's stance
 - Representativeness
 - Fierce and unwavering in its approach
 - Inclusive culture which is more than skin-deep
 - Accountability
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