



ANTI-RACISM STATEMENT

1. INTRODUCTION

Flamingo Chicks is a community that champions diversity and inclusion. We wholeheartedly support the fight against racial injustice taking place around the world. We want to be an organisation that celebrates and puts forward underrepresented voices; anti-racism is a core component of this.

2. WHAT WE'RE DOING

Flamingo Chicks has pledged to promote anti-racism in all that we do: the content of our programmes, the culture of our workplace, the diversity of our team and the experiences of our Flock.

In 2020 we began our work, creating a diversity steering group who are helping to ensure we improve representation across all levels of our team (including at Board Level and across our teaching team), across our programmes, and content.

As part of this work, we have on-boarded a [Diversity lead](#) and worked with our steering group to improve representation in our volunteering programme (15.6% of our volunteers now identify as being from a Black, Asian or Ethnic Minority background).

In addition we are:

- Listening to the opinions and experience of all our staff through feedback mechanisms (anonymous surveys)
- Developing a new Associate Artist programme to share expertise, showcase and nurture a range of inclusive techniques amongst artists from underrepresented backgrounds, including those from ethnic minority backgrounds
- Working in partnership and collaborating with diverse artists for our virtual class content: showcasing cross-cultural dance styles

Flamingo Chicks is committed to finding opportunities to elevate and showcase great dancers from all around the world and using our platform to amplify the work they are creating; we believe this is crucial in our mission towards full inclusivity and inspiring the young people we serve.