

The following Pledges were made as part of a roundtable series we hosted during Lockdown. The Roundtables were designed and delivered by the 12 Young Leaders participating in our experiential creative leadership programme, [Making LEMONADE](#).

## A SEAT AT THE TABLE PLEDGES

Take active steps to complete my action plan within my organisation.

**Bernie Kisaalu\***

Principal Lawyer, BT Customer Experience Team / Chair BT Ethnic Diversity Network.

To systematically raise Diversity & Inclusion at all the tables I sit at

**Claire Tavernier\***

Consultant Strategist

Being a critical friend.

**Daniel Bermingham**

Young People's Programme, Tate

Better understanding and using "my power"

**Ete Davies**

CEO, ENGINE

Diversifying representation throughout our organisation, in the programming and pursuing achievable access to the work and the efforts of our theatre to be more inclusive.

**Gbolahan Obisesan**

Artistic Director & CEO, Brixton House

Get more sleep so that have more energy to gain and share knowledge and to expand my networks to collectively be heard and make change.

**Jessica Hodge**

Community Engagement Manager, Barbican Guildhall Creative Learning

To demand more from those not doing enough, & to platform / strategically support those doing the right thing in driving change

**Joe Gray\***

Consultant

Hand over leadership wherever and whenever we can - means we can then be "in the room"

**Kate Danielson**

Weston Jerwood Creative Bursaries

I commit to an ongoing process of sharing power and platforms and dismantling racism and bias (mine and my organisation's) with thoughtfulness, care and attentiveness.

**Kris Nelson**

Artistic Director at LIFT

June 2020

**A SEAT AT THE TABLE PLEDGES**

To use my privilege and position of power in a national institution to advocate for structural change on behalf of people who don't have that privilege.

**Lauren Monaghan-Pisano**

Senior Producer, Barbican Guildhall Creative Learning

An active wellbeing plan and not just a policy in the 185 page staff handbook!

**Lisa Mead**

Artistic Director/CEO, Apples and Snakes

Dismantling the systemic inequality within the structure of our movement in the next three years

**Lizzie Crump**

Co-Director CLA and National Strategic Lead, What Next?

I pledge to keep up to date with what my organisation are doing to address all areas of inclusion, diversity and representation and speak up to my senior leadership team about what I think should and shouldn't happen.

**Lorna McGinty**

Participation Producer, Young Vic Theatre

I will offer my coaching skills to someone who wants to break into the cultural sector who may face unfair barriers.

**Mags Patten**

Executive Director, Arts Council England

I will move towards difficult conversations. I will keep listening but I will also act. I will trust and live my values

**Michael Longhurst**

Artistic Director, Donmar Warehouse

Schedule regular conversations with the different communities we work with, ensuring broad representation of people/organisations present

**Molly Sanders**

Programme Director, East London Dance

Replace equality with equity and develop an accountability framework for Artsadmin

**Róise Goan**

Artistic Director, Artsadmin

Diversify recruitment in casual roles

**Rob Lehmann**

Director of Young Lyric, Lyric Hammersmith Theatre

## A SEAT AT THE TABLE PLEDGES

To take actions within my team to make sure each individual's needs are met and thought about to allow equity, and to keep messaging to colleagues that equal treatment doesn't mean it's fair and that each person lives in individual circumstances so needs individual support.

**Ruth Hardie**

Interim Head of Public Programming, Southbank Centre

To platform people of colour's voices on the CLA website and in our structures.

**Sam Cairns**

Co-Director, Cultural Learning Alliance

Be brave, support those I meet but also be braver in asking for help for me to grow

**Suzanne Alleyne**

Cultural Thinker

To work to deconstruct barriers in my own organisation even if it makes me or others uncomfortable.

**Yemisi Turner-Blake**

Grants Manager, Paul Hamlyn Foundation

\*Bernie, Claire and Joe are all Sour Lemons Trustees. You can read about our full board [here](#).