

COVE PARK

Cove Park Equalities, Diversity, Inclusion Policy 2023-2028

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Vision, Mission and Values

We believe the arts can enrich and transform lives, strengthen communities, and express Scotland's diverse and distinct identity.

Our mission is to support the creative and professional development of artists, researchers, and creative practitioners so that new ideas, projects, and strategies for change can be explored. Our aim is to contribute to the diversity and strength of Scotland's cultural ecology by making possible the production of outstanding new work and ensuring this work is of benefit to local, national, and international communities. By providing a supportive and dynamic space for risk and experimentation, the programmes we deliver create the foundations for ambitious thinking and imaginative freedom.

Our values underpin every aspect of our work, from the delivery of Cove Park's residencies, creative learning, and public engagement programmes to the care of our natural environment and our commitment to working sustainably. We are a small professional team dedicated to delivering Cove Park's vision and mission, guided by these five values:

Collaborative – working in partnership with others to share skills and resources and build community locally, nationally, and internationally.

Open – being receptive, inclusive, and transparent, welcoming new ideas and approaches to contemporary creative practice and society.

Ethical – working responsibly, sustainably, and mindfully, ensuring our programme is accessible to all and supports integrity.

International - supporting international collaboration for our local and national communities, recognising the importance of cultural dialogue, exchange, representation, and solidarity in promoting connection and understanding, and finding common ground through shared experiences.

Ambitious – helping artists to achieve their aims, creating a context for experimentation and testing ideas, making possible imaginative, innovative, and high-quality work.

EDI Statement and Policy

As an organisation made up of predominantly white staff¹ and board members, we must consider the status of our shared power and privilege as we strive to create a more equitable, diverse, and inclusive environment at Cove Park. We cannot do this without acknowledging that, as a charity within the UK's creative and cultural industries, Cove Park operates within institutional structures that are systemically racist, classist, transphobic, ableist, and patriarchal. We consider it our responsibility to reject the harmful aftermath of colonial and imperial ideologies within these structures and forge new ways of working.

Whilst we have made progress toward dismantling these areas of oppression and marginalisation within our programmes, policies, and operations, we must commit to meaningful transparency regarding the areas that need improvement. We hold ourselves accountable to learning and understanding the nuances of intersectional frameworks of identity and lived experience both on the national level and beyond Scotland. Persistently striving for greater equality, diversity, and inclusion in all our programmes and practices empowers Cove Park to partake in accelerating societal change toward equity.

Our Guiding Principles and Commitments

- Community Care

We continue to assess how we work towards achieving greater equality and representation within all levels of our organisation and across all programmes.

We commit to being proactive at safeguarding all in our community and are transparent about the expectations we have for ourselves, as a staff and Board of Directors, as well as the expectations we have for every artist and community member who takes part in our programmes.

Cove Park aims to provide a safe and positive environment for everyone, and to actively dismantle discrimination based on age, disability, gender identity, marriage or civil partnership status, pregnancy or parental status, race including skin colour, nationality, ethnic or national origin, religion or belief, sex, and sexual orientation². Additionally, we aim to dismantle discrimination based on accent, educational background, gender expression, hair texture and hairstyle, immigration status, language ability, markings and/or tattoos connected to spiritual rituals from pre-colonial cultural practices, neurodiversity, physical and mental health, size, and socio-economic status or background.

¹ Our rural location and majority white local community creates a practical barrier to diversifying the staff team. The Rosneath Peninsula's population is predominantly white, with this race making up 99.2% of the population as of 2011 (Scotland's Census).

² Legally protected characteristics by the Equality Act 2010.

As language, terms, and expressions inevitably evolve, Cove Park is dedicated to reviewing this statement regularly – and as often as it becomes appropriate – with our local, national and international communities.

We are committed to accountability and adaptability.

If a resident feels that the integrity of this community has been breached and a member has failed to adhere to our collective aims, we welcome them to engage in a dialogue around harm reduction and/or prevention and relationship repair, if they wish to do so. We endeavour to treat all claims of abuse, harassment, aggressions both micro and macro, seriously and equitably, and resolve to thoroughly address and mindfully investigate any such matters that may arise. We welcome them to speak to Director [Alexia Holt](#) or any member of the team with whom they are comfortable. Companions, external facilitators or mediators will always be offered, if desired. We appreciate potential barriers due to positionality and hierarchy and will continue to dismantle experiences of inequality.

We acknowledge that we might not always get it right and that we may fall short of our community's expectations. In these instances, we promise to approach reconciliation with the humility to learn and course correct.

- Belonging

At Cove Park, we believe belonging is an essential principle embedded within our EDI philosophy. We aim to create an environment where our staff, trustees, the freelance artists that work with us as workshop facilitators or programme advisors, local community members, and our residents feel confident that they can bring however much of their authentic self to the space as they are comfortable and to know that they will be appreciated, supported, and valued just as they are.

We are committed to honouring and celebrating the individual.

Instead of adhering to elements of 'dominant culture' and expecting the people we work with to assimilate into what is typically an Anglo-centric, Westernised, heteronormative, neurotypical, and capitalistic means of living and working, we want to create Cove Park experiences that are shaped from mindful and careful consideration of individual needs and preferences. As an international artists residency centre where private, professional and public life intertwine, we have a duty to go beyond just opening our proverbial doors and providing greater access to opportunities, and also to ensure that everyone who takes part feels their whole unique personhood has been deliberately considered.

We aim to create a working environment in which people feel free to work and socialise according to their own energy and rhythms.

- Cultural and Social Solidarity

We are responsible for creating and nurturing an inclusive space that supports cultural solidarity and freedom of expression. We emphasise mutual respect amongst our international community of artists as a means of establishing common ground and understanding. In the context of the cost crisis, the ongoing impact of the COVID-19 pandemic, the refugee crisis, the climate emergency, the effects of colonialism, and simultaneous issues of human and environmental rights across the globe, we steadfastly believe that collective action, trust, and a practice of solidarity will lead us to a more equitable and just society.

Due to Cove Park's proximity to RNAD Coulport and HMNB Clyde (Faslane), police and military personnel often patrol the Peninsula and the areas surrounding Cove Park's 50-acre site. We recognise that our residents and visitors may have varying levels of comfort and a range of complicated experiences pertaining to highly visible police and military presence. We resolve to ensure that our community is aware and has the necessary methods of communication with staff members should they be uncomfortable or concerned about this.

We are committed to using an intersectional framework to improve our policies and practices.

We understand that in order to tackle structural inequality, we must adhere to an intersectional approach when interrogating our institutional policies and practices. Central to this approach is to involve a wide range of voices representing a cross-section of society to contribute to our policies and practices.

Resultantly, we aim to ensure folks who experience various types of social marginalisation don't feel 'tokenised' or 'singled out' by being the 'only one in the room' or experience pressure to be the lone representative for an entire identity group. We recognise that individual experiences do not account for all within the same identity groups and therefore cannot be treated or understood as a monolith.

- Sustainability and Environmental Justice

In 2021, Cove Park launched its first enquiry connected to the environmental crisis. This model is founded upon the belief that artistic research is uniquely placed to unpack some of the most acute problems of our times, and that the transformative power of the arts is amplified through collaboration and exchange with other disciplines and sectors – such as those of academic and scientific research, technological innovation, and the creative industries.

We aim to embed the four pillars of sustainability – ecological, social, psychological, and cultural – in all the work we do.

We believe that principles of environmental and climate justice must inform our work in this area, especially as co-leader of NAARCA, the Nordic Alliance of Artists'

Residencies on Climate Action. We acknowledge that as a Western international arts institution within a geopolitical context, it is our responsibility to not only address the emergency and work to greater modes of sustainability, but also to help mitigate the burdens of the climate crisis on communities that have contributed least to the problem and yet, are most affected. We endeavour to amplify and support through our various areas of programming and institutional resources, members of marginalised communities suffering to a greater degree the repercussions of climate change including, but not limited to displaced people, including climate refugees and asylum seekers, Black, Indigenous, and People of Colour, disabled people, 2SLGBTQIA+, young people, women, Travellers, and working class people.

1. 2018-2021 EDI Action Plan Summary

In 2018, former Cove Park staff member Vanessa Paynton and former Trustee Carol Sinclair lead the creation of an EDI Action Plan that identified five key goals for Cove Park to focus on across five years (2018 – 2021).

- 1) Ensure that all staff and volunteers, including Board members have a genuine understanding of, and commitment to equalities.
- 2) Raise awareness of our funded and self-funded residency programmes through targeted initiatives and partnerships to ensure that we receive applications from the widest pool of artists possible.
- 3) Develop strategic relationships with key organisations and artists to support disability equality at Cove Park.
- 4) Develop strategic relationships with key organisations and artists to diversify the age range of artists and participants at Cove Park.
- 5) Extend our reach, through the Engagement Programme, into communities experiencing economic, social and geographic disadvantage thereby supporting social inclusion.

We understand that this initial EDI Action Plan was a starting point for the organisation to build upon and our work within equality, diversity and inclusion will continue to evolve. We recognize this work will never be ‘finished’ as it is our ongoing commitment, intrinsic to our artistic mission, to ensure that Cove Park is a place for everyone, and it is our responsibility to dismantle barriers to participation for people from historically excluded and underrepresented backgrounds.

Upon reflection, at the end of 2022, our progress in actioning this plan has been significant and has surpassed, in many areas, what was originally identified as priority areas of improvement. In the section titled ‘Progress on the 2018-2021 Plan’ we detail our performance in relation to the five points of the original plan and provide the highlights of other programmes and initiatives newly developed.

In the sections below, we define our priorities and explain our strategic intentions for equality, diversity and inclusion for 2023 and beyond. We have a new team – staff and Board – at Cove Park, and with that, a surge of energy, enthusiasm and

expertise relating to this work, and the continued development of Cove Park's EDI Action Plans.

2. Progress on the 2018-2021 Plan

2.1 Disability

Following the Disability Equality training the Cove Park staff and members of the Board completed with Birds of Paradise Theatre Company in Summer 2021, we created an Access Statement template that we now share with all prospective residents and collaborators. The access statements can be personalised to allow individuals to provide information for ways the Cove Park staff can help fully realise their potential and assist in their participation within all activity and structures that Cove Park provides.

Building upon this, we are also more diligent in seeking out feedback through our evaluation process of our accessibility measures on site and within our programming. Some of the measures have been simple short-term fixes, such as replacing certain furniture in our accessible accommodation, whereas others are now embedded in our long-term strategy for site and programme development.

In 2019, we began collaborating with staff and artists at Project Ability, Artlink Central, and Luminate to review our residency offerings and how we can better support artists with disabilities. Applying learning from these partnerships, we worked with Project Ability in 2021 and hosted artist Morgan Cameron with collaborator Tracey Gorman for a one-week residency. In the summer of 2022, we built upon this experience and worked with Artlink Central, an organisation that also brings artists together with people experiencing exclusion, disability or disadvantage, and hosted visual artist Lauren Bremner along with Robyn Woolston and Annette Laing, also artists who supported Lauren's access requirements during her one-week residency at Cove Park.

2.2 Race & Ethnicity

As an international residency, we continue our commitment to eliminate barriers and provide opportunities for people with lived experiences, identities and cultural backgrounds that have historically been excluded or underrepresented within the UK arts and culture sector. In 2022, within our Funded Residencies programme, over half of our awarded residencies were granted to people of colour or members of the global majority. Additionally, we partnered with new organisations and offered unique international exchange opportunities such as the residency exchange programme with RAW Material Company, Dakar, Senegal, and The World Reimagined Residencies for four artists based in the Caribbean. We continued our relationship with the Taiwan Ministry of Culture and offered two funded four-week residencies for Taiwanese writers.

2.3 Socio-economic Deprivation, Class & Rural Isolation

In 2022, through our Artists in Schools programme, we offered artist-led workshops for children attending the Nurture Group within John Logie Baird Primary School in Helensburgh. This school is in Helensburgh East, and families in this area face the significant challenges associated with living in SIMD decile 1 and 2 areas: economic deprivation and lower incomes, fewer resources, fewer education opportunities, poor health and housing, and facing high levels of crime. The school's Nurture Group provides focussed intervention for children with particular social, emotional, and behavioural difficulties, which create a barrier to learning within the classroom.

In partnership with Dandelion, Cove Park's Unexpected Gardens project succeeded in bringing together previously disparate community groups of Centre 81 in Garelochhead and Cove Sailing Club. The establishment of the gardens, one of which is in an area of deprivation, enabled the community access to fresh, organic and free food in a time of a cost-of-living crisis. The project included the involvement of three artists in residence who, over the course of six months, engaged the community with art and music installations, workshops, and performances as ways of exploring climate change and the Rosneath Peninsula's rural environment. Another important aspect of the project was a pilot funded residency programme for artists with caregiving responsibilities. Through our Dandelion Day Camp, we not only provided free childcare and artistic engagement activities to twenty local children, but also supported two artists and their families with on-site accommodation.

2.4 Age

Cove Park has a long history of supporting young and/or early-career artists. We continued this commitment in 2022 through a new Youth Arts Bursary Programme which granted a month-long residency and year-long engagement for four young artists under the age of 25, and a Contemporary Performance Practice residency for a Graduate of the Royal Conservatoire of Scotland. Through our engagement programme, we offered monthly free creative learning opportunities for local children and young people. One of this year's highlights was the Net-Zero Youth Voice workshops – part of a film project commissioned by Imperial College London's School of Public Health and in partnership with East London Cable. Through this project we engaged teenagers involved in a school Eco Committee in Helensburgh to explore climate justice and to reflect on intergenerational commitments to achieving net-zero. The film premiered at CCA Glasgow in November 2022.

Acknowledging that there is a plethora of opportunities for early-career or emerging artists, we developed a new residency programme entitled Play Park which supported 8 mid-career theatre makers with a week-long residency that included on-site workshops and creative development sessions. In addition to these programmes, we explored new ways to support older artists and launched two visual arts residencies aimed at artists over 50. This initiative was developed through our 2021 "Connections through Culture" research study with Taipei Artist Village and Luminate, in which visual artists aged 50+ participated in a series of online discussions aimed at understanding perceptions, barriers and needs of older artists

within a residency environment. Aside from these new programmes, we continued our longstanding relationship with Tricky Hat Productions and hosted a week-long residency for The Flames, a performance company for people over 50.

2.5 Language (Gaelic, Scots, British Sign Language)

Piloting a new partnership between Cove Park, the Québec Government Office in London and Scottish Affairs for Canada, with the support of British Council and the collaboration of Scottish Poetry Library, we produced 'Exploring Environment Through Literature', an online discussion between Scotland's Makar Kathleen Jamie and Innu writer Joséphine Bacon. Coinciding with Burns Week 2022, the event was moderated by Pauline Mackay, Associate Director of Robert Burns Studies at Glasgow University. French and English translations facilitated the conversation between the two writers and the poems they shared also featured Scots and Innu-aimun languages which were translated for attendees.

In our effort to bolster support for the study and artistic practise of Gaelic, we launched a new residency with Comhairle nan Leabhraichean/ The Gaelic Book Council, for a young Gaelic writer that includes one-to-one mentoring with an established Gaelic writer. Additionally, we hosted Rona Dhòmhnallach/MacDonald, a Gaelic playwright, as part of our ongoing partnership with Playwrights' Studio Scotland.

2.6 Policy & Procedure

Supplementing our programming efforts, we updated our anti-discrimination language that is used in both our application guidelines and artist contracts. With guidance from the National Theatre of Scotland's Head of Human Resources, the new language we developed goes further than just the inclusion of the nine government protected characteristics. Since we are an organisation that hosts both national and international artists, we believe specificity is important and we must be thorough in communicating our values and aims to dismantle discrimination in all its forms. This statement is included in all our open call guidelines, our residency agreements, and in our Cove Park Handbook. Additionally, we developed a clear process for residents to report actions of harm, both macro and micro, and have detailed this in our residency agreements and Cove Park Handbook.

3. 2022 Equalities Data Analysis

We collected 852 responses to our Equalities Survey that was shared with artists who have participated in a Cove Park programme or applied to one of our open call opportunities. We asked respondents to answer questions on the following: 1) what is your age; 2) describe your race and ethnicity; 3) describe your gender; 4) describe your sexual orientation; 5) do you have a disability, if so describe. These questions did not include multiple choice answers chosen by Cove Park, but rather text boxes in which they can self-identify. We found this method very successful in collecting more specified data especially in regard to race, ethnicity, and disability.

3.1 Age:

- 34% of respondents are aged 26-33
- 25% of respondents are aged 34-41
- 13% of respondents are aged 42-49
- 10% of respondents are aged 50-57
- 9% of respondents are aged 18-25
- 6% of respondents are aged 58-65
- 3% of respondents are aged 66+

3.2 Race and Ethnicity:

- 75% of respondents identify as 'white'.
The most common responses in this category included *white British, white Scottish, white European, and white American*.
- 25% of respondents identify as a 'person of colour' or a 'person of the Global Majority'
The most common responses in this category included *Black African, multiracial heritage, Indian, Asian and Nigerian (Igbo)*.
- Since the respondents were provided with a short answer text box instead of pre-populated options, they had the option to be as broad or as specific in describing their ethnic background. Responses to this question included the following:
Afro-Indigenous & Peruvian, Algerian & Welsh, Arab - Egyptian, Ashkenazi Jewish, Asian, Asian - Japanese, Asian - Korean, Asian American, Basque, Belgian & Mexican, Black African, Black African - Bamileke, Black African - Yoruba, Black African & White European, Black American/African American, Black British, Black Caribbean & White British, Black Mexican/White, Black Panamanian & Indian, Black/Afro Caribbean, British - Asian, British - Indian, British - Iranian, British - Nigerian, British - North African, British - Pakistani, British - Arab, Buryat/Jewish, Chinese, Chinese Canadian, East Asian, Filipinx/o, Hispanic, Indian, Indigenous, Indigenous Siberian, Italo-Cuban, Latinx/o/e/a, Malaysian, Māori, Mestiza (Indigenous & Spanish), Middle Eastern - Iranian, Middle Eastern / Arab, Mixed: British North African, Multiracial Heritage, Nigerian (Ekpeye), Nigerian (Igbo), Nigerian (Ijaw), North African / Jewish, North American / Native American, Northern African, Pakistani, Persian, Puerto Rican & Irish, Scottish Black/biracial, Serbian, South American, South Asian, South East Asian, Sudanese, Tatar/Slavic, Taiwanese, Thai, Thai/ White British, Thai/Scottish Canadian, Turkish, Turkish of Sephardi and Iraqi origin, Ugandan (Acholi), Urhobo (Delta, Nigeria), white, white / Pasifika, white & Asian, white & Mongolian, white & South East Asian, white American, white

Arab, white Australian, white British, white European, white Irish, white Jewish, white Latina/e/x/o, white New Zealander/Pakeha, white Russian, white Scottish, white Scottish Showman - GTRSB, white South African, white Traveller or Roma, white Welsh, white/Chicana.

3.3 Gender:

- 68% responded *Female* or *cis woman*
- 17% responded *Male* or *cis man*
- 12% responded *Nonbinary, Trans, or Gender Fluid* and also included responses such as *Gender Nonconforming, Gender Queer, Agender, and Bi-gender.*
- 3% of respondents did not answer

3.4 Sexual Orientation:

- 46% of respondents identify as *straight* or *heterosexual*
- 20% of respondents identify as *gay, lesbian, queer, or pansexual*
- 17% of respondents did not answer
- 16% of respondents identify as *bisexual* or *fluid*
- 1% of respondents identify as *asexual, aromantic, or demisexual*

3.5 Disability:

- 62% of respondents do not have a disability
- 26% of respondents have a disability
The most common responses in this category include *neurodivergent, Dyslexia, anxiety, ADHD, chronic illness, and clinical depression.*

Other responses to this question included: *Crohn's Disease, chronic pain, PTSD, complex mental health condition, Dyslexia, OCD, energy impairment, cognitive issues, sensory sensitivity, mobility impaired, Dyspraxia, Autism, chronic fatigue, partially Deaf, long term illness, Urticaria, Dyscalculia, Asthma, Autoimmune and pulmonary issues, leg amputee, Bipolar disorder, cancer survivor, psoriasis and psoriatic arthritis, Deaf, Degenerative disc disease, Endometriosis, Fibromyalgia, long Covid, hearing impairment, Hypermobility Ehlers Danlos Syndrome, Multiple Sclerosis, and Type 1 Diabetes.*

4. 2023-2028 Priorities

Understanding the areas in which we need to improve while also building upon progress we have made thus far, we have selected five priority areas for our 2023-2028 EDI Action Plan. Although other protected characteristics will be incorporated and considered within our core activity, we aim to make significant strides toward parity within these prioritised categories by building specific, long-term initiatives.

- race and ethnicity
- disability
- socio-economic deprivation
- rural isolation
- language (Gaelic, Scots, British Sign Language)

5. Our Aims

5.1 Programme - Residencies

Aim: Remove barriers to access our unique programme of residencies (awarded and open) and create more opportunities for people of historically excluded or underrepresented communities to take part.

5.2 Programme – Engagement

Aim: Expand individual and community group participation in our public engagement programmes (Saturday Studios, Artists in Schools, community events and activities).

5.3 Operations & Governance

Aim: Advance the cultural competency of the staff and trustees.

5.4 Hospitality, Facilities & Site

Aim: Considering individual needs outside of the ‘dominant culture’, improve areas within our hospitality, facilities, and site that can better support access and belonging.

5.5 External Communications

Aim: To ensure EDI is a main consideration as we develop a new website, branding guidelines, and visual identity.

Acknowledgements

This plan was developed by Alex Marrs (Senior Producer) with contributions from Emma Henderson (Curator of Engagement), Nicola Jamieson (Producer), Kerrie MacQueen (People & Finance Manager), Thom Rees (Facilities Manager), and Karen Dalgleish (Operations Supervisor). Input and oversight were provided from Alexia Holt (Director), Lauren Dyer Amazeen (Chair), Karen McMillan (Trustee) and Nadia Sirc (Trustee).

With thanks to Ayo Schwartz (Head of Human Resources, National Theatre of Scotland) and Flo Fitzgerald-Allsopp for consulting on the development of our Equalities, Diversity and Inclusion policy and action plan.

Other resources used in the creation of this document include *I'm Still Here: Black Dignity in a World Made for Whiteness* by Austin Channing Brown, *Black Faces, White Spaces: Reimagining the Relationship of African Americans to the Great Outdoors* by Carolyn Finney, *White Tears/Brown Scars: How White Feminism Betrays Women of Color* by Ruby Hamad, *Lament for Sheku Bayoh* by Hannah Lavery, *It's Not That Radical: Climate Action to Transform our World* by Mikaela Loach, *Culture is Bad for You: Inequality in Cultural and Creative Industries* by Orian Brook, Dave O'Brien, and Mark Taylor, *Black Out Here: Black Lives in Scotland* by Francesca Sobande and layla-roxanne hill, *Inklusion Guide: A kickass guide to making literature events accessible for disabled people*, The Bushwick Starr's Code of Community, 'The YIKES Podcast' by Mikaela Loach and Jo Becker, 'The Third Way Podcast: Healthy Humans for Social Change' by Jess Mally. *Change making at the Saari Residence* (blog post) by Leena Kela, *Not Going Back to Normal* edited by Harry Josephine Giles and Sasha Saben Callaghan.

In 2024 updates to his plan were approved by Lauren Dyer Amazeen (Chair), Parvinder Marwaha (Trustee), Karen McMillan (Trustee), Heather Parry (Trustee), and Nadia Sirc (Trustee).

Last Updated: 11 April 2025 (AM)

A2: 2023 Equalities Data Analysis

We collected 235 responses to our Equalities Survey that was shared with artists who have participated in a Cove Park programme or applied to one of our open call opportunities. There is a significant difference in responses from 2022 and 2023 because our open call for annual awarded residencies was last conducted in 2022, and therefore garnered more responses in that calendar year. We expect a larger response rate in the calendar year 2024 after our next general call for awarded residencies taking place in autumn 2024. Building upon our learnings from the former year's survey, in addition to these standard questions:

- 1) what is your age?
- 2) describe your race and ethnicity:
- 3) describe your gender:
- 4) describe your sexual orientation:
- 5) do you have a disability, if so describe:

we also collected data from the following:

- 6) describe your educational background:
- 7) if you practice a religion, please list:
- 8) describe your socio-economic status: (examples include: freelance/self-employed, low-income, middle class, retired, zero-hour contract, full time employment, etc.)
- 9) do you come from a working class background?
- 10) do you live in an area of rural, coastal, or urban deprivation?
- 11) do you currently have caring or parental responsibilities?
- 12) where are you based: Scotland, elsewhere in the UK, Europe, International (outside of Europe)
- 13) are you a Gaelic speaker or learner?
- 14) do you communicate using BSL or another sign language?
- 15) we acknowledge that collecting this type of information does not always capture your full personhood. If there is anything else you would like to share, please describe here:

These questions did not include multiple choice answers chosen by Cove Park, but rather text boxes in which they can self-identify. We found this method very successful in collecting more specified data especially regarding race, ethnicity, and disability.

Age:

- 22% of respondents are aged 26-33 (-12% from 2022)
- 21% of respondents are aged 34-41 (-4% from 2022)
- 15% of respondents are aged 42-49 (+2% from 2022)
- 13% of respondents are aged 58-65 (+7% from 2022)
- 10% of respondents are aged 50-57 (no change from 2022)
- 9% of respondents are aged 18-25 (no change from 2022)

- 2% of respondents are aged 66+ (-1% from 2022)
- 1% of respondents prefer not to answer

Race and Ethnicity:

- 85% of respondents identify as 'white' (+10% change from 2022)
The most common responses in this category included *white British, white Scottish, white European, and white American, white Ukrainian.*
- 15% of respondents identify as a 'person of colour' or a 'person of the Global Majority' (-10% change from 2022)
The most common responses in this category included *Afro-Caribbean, Arab, Black African, British Bengali Asian, East Asian Scottish, Iranian, Kurdish, multiracial heritage, Middle Eastern, Persian.*
- Since the respondents were provided with a short answer text box instead of pre-populated options, they had the option to be as broad or as specific in describing their ethnic background. Responses to this question included the following:
Afro-Caribbean/British, Arab, Ashkenazi, Asian, Australian (Scottish heritage), Basque/latina, Black, Black /African, Black British, Black British Caribbean, British, British Bengali Asian, British-Mauritian, (Indian Creole), British White, British Pakistani, Caribbean British, Caucasian, East Asian Scottish Filipino, Indian from the state of Tamilnadu, Indian Pakistani, Iranian, Iranian/Persian, Irish, Italian/Irish/British white, Japanese, Jewish, Kurdish, Kurdish, Southern Kurdistan- North of Iraq, Latin American, Latinx, Mediterranean, Mixed Heritage, Mixed - East Asian & European, Northern Irish One half English, one quarter Belarusian, one eighth Aleppan, one eighth Baghdadi, Pakeha, Persian, Middle Eastern, Scottish white, Slavic mixed, UK White, Welsh (white), West Asian Jewish, White – American, White British Jewish, White Greek, White Dutch Australian, White Eastern European, White English, White European, White German, White Irish, White Ukrainian, White/Asian, White/Pasifika

*It is important to note that since there was no open call for awarded residencies in 2023, there was a significant decrease in artists from Europe and the Global South eligible to apply. For the other various opportunities that were available in 2023, only Scotland or UK-based artists were eligible to apply.

Gender:

- 72% responded *Female* or *cis woman* (+4% from 2022)
- 17% responded *Male* or *cis man* (no change from 2022)
- 10% responded *Nonbinary*, *Trans*, or *Gender Fluid* and also included responses such as *Gender Nonconforming*, *Gender Queer*, *Agender*, and *Bi-gender*. (-2% from 2022)
- 1% of respondents did not answer (-2% from 2022)

Sexual Orientation:

- 53% of respondents identify as *straight* or *heterosexual* (+7% from 2022)
- 23% of respondents identify as *gay*, *lesbian*, *queer*, or *pansexual* (+3% from 2022)
- 12% of respondents identify as *bisexual* or *fluid* (-4% from 2022)
- 11% of respondents did not answer (-6% from 2022)
- 1% of respondents identify as *asexual*, *aromantic*, or *demisexual* (no change from 2022)

Disability:

- 44% of respondents do not have a disability (-18% from 2022)
- 41% of respondents have a disability (+15% from 2022)
The most common responses in this category include *Autism*, *neurodivergent*, *Dyslexia*, *anxiety*, *ADHD*, *Breast Cancer diagnosis*, *chronic illness*, and *clinical depression*.

Other responses to this question included:

ASD diagnosis, *Chronic Asthmatic*, *Anxiety-depressive disorder*, *arthritis*, *anxiety & possibly autistic (waiting list very long)*, *Asperger's*, *Autism*, *Autistic (pathological demand avoidant)*, *Autistic and physical restrictions*, *autoimmune disease*, *Blood condition*, *HHT*, *Breast cancer diagnosis*, *Breast cancer diagnosis*, *Chronic Anxiety and Depression*, *Chronic fatigue*, *Fibromyalgia*, *Colitis*, *Crohns disease*, *deaf*, *Dyslexia*, *dyscalculia*, *endometriosis*, *GAD*, *PD*, *learning difficulties*, *Long term mental illness*, *Mild anxiety (managed)*, *neurodivergence*, *long-covid*, *NVLD (Non-verbal learning difficulty)*, *physically disabled*, *PTSD*, *Sensory and physical disability*, *Spinal curvature*, *cancer*, *Sjögren's syndrome*, *invisible disability that affects mobility and sight*, *cognitive impairment*, *Mad and Autism*, *Chronic pain and dexterity*

- 15% of respondents did not answer

Educational Background

- Of 230 responses to this question, only 6 people answered that they do not have a degree from university. The majority of respondents hold Masters level degrees.

Religion

- With only 112 responses to this question, answers include: *Agnostic, Atheist, Broad Spirituality, Buddhist, Catholic, Christian, Church of Jesus Christ of Latter-day Saints, Earth-based/Pagan, Eckankar, Hindu Muslim Sikh, Islam, None, Hindu, Quaker, Roman Catholic, Spiritualist.*

Current Socioeconomic Status

- 75% responded *freelance, self-employed, low income, part-time, or working class*
- 12% responded *unemployed, unpaid carer, retired, or student*
- 11% responded *middle class or full time employment*
- 2% did not respond

Socioeconomic Background

- 47% responded *Yes, I am from a working class background.*
- 39% responded *No, I am not from a working class background.*
- 14% did not respond

Housing & Community Deprivation

- 58% responded *No, I do not live in an area of deprivation.*
- 37% did not respond
- 2% responded *Yes, I live in an area of urban deprivation.*
- 2% responded *Yes, I live in an area of coastal or rural deprivation.*

Caring or Parental Responsibilities

- 62% responded *No, I do not have caring or parental responsibilities.*
- 37% responded *Yes, I do have caring or parental responsibilities.*
- 1% did not respond

Location

- 68% of respondents are based in Scotland
- 26% of respondents are based elsewhere in the UK
- 4% of respondents are based overseas (beyond Europe)
- 2% of respondents are based in Europe

Language

- Of the 235 responses, 17 people indicated that they are either Gaelic speaker or learner.
- Of 202 responses, 6 people indicated that they use British Sign Language to communicate.

Finally, acknowledging that forms that collect this type of information does not always capture full personhood, when asked if there is anything else they would like to share, responses include:

- *I am non-residential, I move around as I live on a Narrowboat. I also can't work due to being a carer.*
- *I grew up a Jehovah's Witness and was a missionary in China in my early 20s, I have since been excommunicated and cut off from my old community.*
- *I have experienced anxiety, depression, substance abuse, sexual assault, and PTSD partly due to undiagnosed autism and physical deformity/impairment.*

A3: 2024 Equalities Data Analysis

We collected 322 responses to our Equalities Survey that was shared with artists who have participated in a Cove Park programme (95 former residents) or applied to one of our open call opportunities (223 applicants). This is an increase of only 82 responses. We would have expected a larger difference in responses had we launched the general call for awarded residencies in calendar year 2024, but due to the delay in Creative Scotland MYF decisions, this call out was not posted until early 2025. Therefore, we expect a significantly larger response rate in 2025. Building upon our learnings from the former year's survey, in addition to these questions that remain from the 2023 survey:

- 1) what is your age?
- 2) describe your race and ethnicity:
- 3) describe your gender:
- 4) describe your sexual orientation:
- 5) do you have a disability, if so describe:
- 6) describe your educational background:
- 7) if you practice a religion, please list:
- 8) describe your socio-economic status: (examples include: freelance/self-employed, low-income, middle class, retired, zero-hour contract, full time employment, etc.)
- 9) do you come from a working class background?
- 10) do you live in an area of rural, coastal, or urban deprivation?

- 11) do you currently have caring or parental responsibilities?
- 12) where are you based: Scotland, elsewhere in the UK, Europe, International (outside of Europe)
- 13) are you a Gaelic speaker or learner?
- 14) do you communicate using BSL or another sign language?
- 15) we acknowledge that collecting this type of information does not always capture your full personhood. If there is anything else you would like to share, please describe here:

we also collected data from the following:

- 16) do you have personal lived experience with the care system, either in the UK or abroad?
- 17) do you have personal lived experience with UK's immigration system?
- 18) do you have personal lived experience with displacement as a refugee or asylum seeker?
- 19) if you are based outside of Europe, do you live in the Global South?
- 20) is English your primary language? If not, please list:
- 21) How do you consider yourself and your practice? Early career/emerging, Mid-career, Established, Re-establishing practice after a significant time away, or Retired

These questions did not include multiple choice answers chosen by Cove Park, but rather text boxes in which they can self-identify. We found this method very successful in collecting more specified data especially regarding race, ethnicity, and disability.

Age:

- 30% of respondents are aged 26-33 (+8% from 2023)
- 21% of respondents are aged 34-41 (no change from 2023)
- 14% of respondents are aged 18-25 (+5% from 2023)
- 12% of respondents are aged 42-49 (-3% from 2023)
- 12% of respondents are aged 50-57 (+2% from 2023)
- 8% of respondents are aged 58-65 (-5% from 2023)
- 2% of respondents are aged 66+ (no change from 2023)
- 1% of respondents prefer not to answer

Race and Ethnicity:

- 79% of respondents identify as 'white' (-6% change from 2023)
The most common responses in this category included *white British, white Scottish, white European, and white American, white Ukrainian, Australian of Anglo-Irish descent*.
- 21% of respondents identify as a 'person of colour' or a 'person of the Global Majority' (+6% change from 2023)
The most common responses in this category included *Afro-Caribbean, Arab, Black African, Black British, East Asian*

Scottish, Iranian, Pakistani, multiracial heritage

- Since the respondents were provided with a short answer text box instead of pre-populated options, they had the option to be as broad or as specific in describing their ethnic background. Responses to this question included the following:

Afro-Caribbean/British, Arab, Asian, Australian (Scottish heritage), Black, Black/African, Black British, British White, British Pakistani, British white, Caribbean British, Caucasian, Chinese British, East Asian Scottish, East European Jew, English & Indo-Caribbean, Filipino, Indigenous/Native American, Indian, Iranian, Iranian/Persian, Iranian, Irish, Japanese, Jewish, Korean, Latina, Latin American, Latinx, Maltese – ethnic minority, Mediterranean, Mixed Heritage, Mixed - East Asian & European, Northern Irish, Mixed – Mozambiquan & Portuguese, Pakeha, Persian, Peruvian Mixed Race, Middle Eastern, Scottish white, Swedish, UK White, Welsh (white), White – American, White British Jewish, White Eastern European, White English, White European, White French Canadian, White German, White Greek, White Hungarian, White Irish, White Polish, White Ukrainian, White/Asian.

*It is important to note that since there was no open call for awarded residencies in 2024, there was a significant decrease in artists from Europe and the Global South eligible to apply. For the other various opportunities that were available in 2024, only Scotland or UK-based artists were eligible to apply.

Gender:

- 73% responded *Female* or *cis woman* (+1% from 2023)
- 15% responded *Male* or *cis man* (-2% from 2023)
- 11% responded *Nonbinary, Trans, or Gender Fluid* and also included responses such as *Gender Nonconforming, Gender Queer, Agender, and Bi-gender*. (+1% from 2023)
- 1% of respondents did not answer (no change from 2023)

Sexual Orientation:

- 54% of respondents identify as *straight* or *heterosexual* (+1% from 2023)
- 16% of respondents identify as *gay, lesbian, queer, or pansexual* (-7% from 2023)
- 18% of respondents identify as *bisexual* or *fluid* (+6% from 2023)
- 10% of respondents did not answer (-1% from 2023)
- 2% of respondents identify as *asexual, aromantic, or demisexual* (+1% from 2023)

Disability:

- 65% of respondents do not have a disability (-21% from 2023)
- 35% of respondents have a disability (-6% from 2023)
The most common responses in this category include *ADHD, Autism, Chronic illness including cancer, Dyslexia, Neurodivergence*

Other responses to this question included:

A processing speed disorder, Albinism (partial blindness), anxiety, arthritis, asthma, Autism, bipolar, Borderline Personality Disorder, Chronic Health Condition – HHT, clinical depression, cluster headaches, Deaf, Depression and OCD, Dyspraxia, Ehlers Danlos, Endometriosis, Fibromyalgia, Haemochromatosis, hearing impairment, MCAS, Ménière’s disease, mobility issues, PCOS, physical disability, PMDD, POTS, PTSD, Wheelchair user,

Educational Background:

- Of 322 responses to this question, only 6 people answered that they do not have a degree from university. The majority of respondents hold Masters level degrees. This statistic has not changed since 2023.

Religion:

- With only 63 responses to this question (56% less than in 2023), answers include: *12 step recovery, Agnostic, Animism, Atheist, Buddhist, Catholic, Christian, Earth-based/Pagan, Episcopalian, Hindu, Humanitarian, Ifá Islam, Jewish, Quaker, Methodist, mixed faith, Muslim, Mystical, Roman Catholic, Sikhism, Spiritualist, Uniting Church.*

Current Socioeconomic Status:

- 77% responded *freelance, self-employed, low income, part-time, or working class* (+2% from 2023)
- 9% responded *unemployed, unpaid carer, retired, or student* (-3% from 2023)
- 11% responded *middle class or full time employment* (no change from 2023)
- 3% did not respond

Socioeconomic Background:

- 55% responded *Yes, I am from a working class background.* (+8% from 2023)
- 44% responded *No, I am not from a working class background.* (+5% from 2023)
- 1% did not respond (-13% from 2023)

Housing & Community Deprivation:

- 69% responded *No, I do not live in an area of deprivation* (+11% from 2023)
- 12% responded *I do not know or did not respond* (-25% from 2023)
- 11% responded *Yes, I live in an area of urban deprivation* (+9% from 2023)
- 8% responded *Yes, I live in an area of coastal or rural deprivation* (+6% from 2023)

Career Stage:

- 55% responded *Early Career/Emerging*
- 22% responded *Mid-career*
- 21% did not respond (*please note, this question was added halfway into the year which explains this statistic*)
- 1% responded *Established*
- 1% responded *Re-establishing practice after a significant time away*

Care System:

- 13 respondents of 322 have personal lived experience with the care system, either in the UK or abroad.

Immigration:

- 43 respondents of 322 have personal lived experience with UK's immigration system.
- 4 respondents have personal lived experience of displacement as a refugee or asylum seeker.

Caring or Parental Responsibilities:

- 72% responded *No, I do not have caring or parental responsibilities.* (+10% from 2023)
- 28% responded *Yes, I do have caring or parental responsibilities.* (-9% from 2023)

Location:

- 68% of respondents are based in Scotland (no change from 2023)
- 28% of respondents are based elsewhere in the UK (+2% from 2023)
- 10% of respondents are based overseas – beyond Europe (+6% from 2023)
- 5% of respondents are based in Europe (+3% from 2023)
- Of the 10% of respondents based overseas, beyond Europe, 11 people are based in the Global South.

Language:

- Of the 322 responses, 10 people indicated that they are either Gaelic speaker or learner.
- 35 respondents indicated that English is not their first language. Answers include *Bulgarian, Chinese, Danish, Finnish, French, German, Greek, Hebrew, Hindu, Italian, Korean, Latvian, Maltese, Mixtec, Persian (Farsi), Polish, Portuguese, Russian, Spanish, Swedish, Ukrainian, Urdu, Welsh*.
- 3 people indicated that they use British Sign Language or another national sign language to communicate.

Finally, acknowledging that forms that collect this type of information does not always capture full personhood, when asked if there is anything else they would like to share, responses include:

- *An observation: Women over a certain age have long experience of gender-based inequality, which is then compounded by seniority (ageism?) in later life. Many equality surveys do not seem to nuance their view of equality by taking their situation into account, leading to a further sense of exclusion.*
- *I haven't filled the sexual orientation bracket as I am still figuring it out - hope that is OK!*
- *I am an Indian national, and I live in Delhi, India. While I am not working class whatsoever as per India's standards, within Europe, I would not be in the same class bracket as I am here. I grew up "Lower middle class" as we say, not elite, and by upward mobility, am now in an upper educational and financial class than my family.*
- *I am a carer for a disabled child.*
- *I raised three children as a single mother and still support and adult daughter and elderly mother.*
- *I am a full time carer for my son (disabled under 18) and part time carer for my elderly dad, and I've been a carer for 14 years. I am also disabled, living with chronic illness. Since 2019*

this has required additional support from my partner who is my carer. He is also a freelance artist. We are a low income family living in Orkney, affected by fuel poverty and high costs of transport.

- *I am a migrant and as such find it hard to associate with the income categories that UK uses as the metrics for low or medium income is vastly different in the country I was born in.*
- *I am a single, childless woman in my 30s in the patriarchal American South who has experienced abuse and is working in an industry that is often misogynistic in an area of my country that is definitely misogynistic and biased against women.*
- *I have put working class as I grew up with a single parent on a low income, and have been on a low income my whole life - with no financial security. However I have also lived in a rural situation so lack the benefits of a working class community. I guess working class people wouldn't recognise me - I would like to invent a new class - Remote Rural class.*

End.