

# TEG EQUALITY, DIVERSITY & INCLUSION MISSION STATEMENT

July 2023



## 1. Mission Statement

TEG is committed to becoming a more accessible and inclusive organisation whilst promoting EDI (Equality, Diversity and Inclusion) across the exhibitions sector.

EDI is the abbreviated term for Equality, Diversity and Inclusion. It ensures fair treatment and opportunity for all, with the aim of eliminating prejudice and discrimination based on an individual group's characteristics: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

## 2. What EDI means to TEG

The difference between equality, diversity, and inclusion is:

- Equality means making sure everyone can access the same opportunities
- Diversity means valuing the differences between people and respecting individual identities
- Inclusion is a measure of how safe and welcome people feel in their environment

We will also recognise, challenge and overcome barriers to equality, diversity and inclusion such as:

- Lack of equality
- Lack of representation
- Unconscious bias
- Privilege

## 3. Our goals over the next three years

Our vision is to create an online resource for signposting and best practice in EDI for the exhibition sector. Our goal is to become the go-to resource for exhibition organisations. TEG will assess tools and resources to ensure access to best practice information and support that enables institutions to embed EDI in their own organisations and exhibitions.

This online resource will be supported by training and workshops with professionals working in EDI and facilitated by TEG, devised to address sector specific needs.

Our online Manual of Touring Exhibitions will be revised and updated to include information relating to EDI.

TEG has created an EDI working group to establish good practice through research about the sector and TEG membership in order to monitor progress and reach our objectives so that TEG's work and the sector of touring exhibitions is equal, diverse and inclusive. We will seek out training for the committee and colleagues to ensure we are relevant to the sector, furthering our own knowledge and developing awareness from within the organisation. The goals are specific areas of work and are supported by an ongoing review of our working practices, which will also include:

- Creating an EDI Trustee role, work to diversify the TEG committee and reviewing all Job Descriptions to embed EDI across our work
- Through the existing EDI working group, seek out training courses, collaborate to write TEG policy and an action plan.
- Establishing EDI as an agenda item at our Board meetings and developing Trustee knowledge
- EDI training for by all Executive and Advisory committee members, devised following a skills audit

- Embedding EDI practices into our operation, management, and delivery
- Collaborating and partnering with sector organisations to promote and share tools and advocate for EDI within the exhibition making sector
- Advocate for relevant sector campaigns and initiatives through our network
- Surveying and monitoring EDI practices and EDI demographics within our sector
- Providing training and resources focussed on EDI that are accessible and inclusive.

**We will also keep reviewing this statement and work plan to ensure our actions continue to be relevant.**

and Access Officer, or someone on the exhibitions team. Even if the role is clearly the responsibility of one member of staff, it is important to involve other key colleagues in the development of the interpretation.

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