**The Arena Theatre will review its governance and leadership structure annually, ensuring it remains representative of the communities the venue serves.**

* Advisory board to be reviewed annually with a view to ensuring all local, diverse communities are represented and have a seat at the table.
* Work within the University of Wolverhampton’s C.A.R.E. programme to implement anti-racist and inclusive office cultures, receiving feedback on these cultures bi-annually.
* Continue to build trust and long-term relationships with Associate Artists and look to develop support outside of individual porjects.

**The Arena Theatre will work towards systemic change both internally within the University of Wolverhampton and externally with community partners, ensuring a diverse workforce emerges across organisations in Wolverhampton.**

* Access and Inclusion Manager at the Arena Theatre will be the Equality and Diversity Champion within the wider University of Wolverhampton’s Equality and Diversity steering group. This position looks to inform and develop the inclusive culture of both the theatre and the wider University.
* In line with the University of Wolverhampton’s External Engagement action plan, the Arena Theatre will seek to recruit a staff profile reflective of the communities we serve when opportunities arise, ensuring recruitment panels are diverse and opportunities are advertised as widely as possible.
* Projects and partnerships will develop a culture of inclusive voices.

**The Arena Theatre will offer a comprehensive package of development opportunities to allow the next generation of diverse artists to thrive and explore their creative practice.**

* Diversify and expand our development work by giving new, diverse artists the opportunity to have a voice and share good practice.
* Allow diverse artists access to space, training, mentoring and development opportunities and provide a springboard for artists to access these opportunities.
* Seek guidance from artists within the communities that we serve on how to best develop engagement.
* Seek to recruit freelance artists from the communities we serve for Arena Theatre produced work, building on the recent work with Joash Musundi (Miss Sundi) to develop the new LGBTQIA+ event *How’ve Yow Been Dragged Up?*
* Enable the young people of Wolverhampton and the West Midlands the opportunity to access the Grand Arena Youth Theatre, including workshops by diverse artists as part of their arts education.

**The Arena Theatre will continue to provide the best in small-scale touring work, ensuring its offer does not become transient or exclude diverse communities in Wolverhampton.**

* Ensure that at least 10% of our overall professional programme is inclusive of diverse artists, companies, and stories.
* The Arena Theatre will ensure all marketing activity is inclusive and accessible by all, particularly its social media platforms and printed brochures that have audio and large print versions.