

# We The Curious - Anti-Racism Statement of Intent

## We The Curious is for everyone.

As an educational charity, we're committed to creating an inclusive space that reflects the diversity of Bristol. We recognise that science centres and museums have historically excluded many people. We acknowledge the existence of systemic racism and our responsibility to actively oppose it.

We're working to become an actively anti-racist organisation by identifying and dismantling barriers, and challenging systemic behaviours within our work. This commitment is embedded in our wider **Anti-Racism Action Plan**, aligned with our **Include Everyone Strategy**.

Our approach is led by a cross-departmental team and covers areas including training, recruitment, development pathways, partnerships, and pay equity.

We recognise that race intersects with all protected characteristics, and that overlapping identities can deepen inequality. We're committed to equity in all our work and are building a place where everyone can play, learn, and feel they belong.

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### What we've done so far:

- **Anti-Racism training:** All staff and trustees receive compulsory training, supported by our partnership with Empower, Develop People (EDP).
- **Race Equity Champions:** A team working across departments to champion lived experience and drive change.
- **Belonging Network:** A quarterly safe space for Black, Brown, and Asian staff and volunteers.
- **Inclusive recruitment:** We've redesigned our hiring processes to remove barriers and unconscious bias.
- **Action Plan and accountability:** Our Anti-Racism Action Plan, launched in 2023, is overseen by Leadership and Trustees.
- **Transparency:** We're publishing our demographic data to hold ourselves accountable.
- **Appointed a Critical Friend** to provide external challenge.
- Forming an **Anti-Racism Taskforce**.

## What's next:

- Ongoing **policy reviews** with an Anti-Racism focus.
- Launching **targeted development pathways** to support underrepresented groups into employment and leadership roles.
- Growing partnerships with **global majority-led** organisations.

## Our aim:

By 2030 we will have global majority representation in every band, with all bands reflecting the diversity of Bristol.

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## Our current people profile

### Staff:

Band	White British/Other	Global Majority
CEO & Leadership	100%	0%
Department Heads	93%	7%
Managers/Producers	100%	0%
Officers/Assistants	93%	7%
Visitor Teams/Admin	83%	17%

**Trustees:** 75% White British/Other | 25% Global Majority

**Volunteers:** 86% White British/Other | 14% Global Majority

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"You can't be what you can't see." — *Marian Wright Edelman*

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## Glossary

- **Anti-Racism:** Actively opposing racism through action
- **Global Majority:** Refers to all ethnicities except white British and other white groups
- **Structural and Systemic Racism:** Systems and policies that maintain racial inequality
- **Critical Friend:** An external adviser who will challenge and help by providing an external lens
- **Belonging:** A feeling of being accepted and comfortable in a place or situation