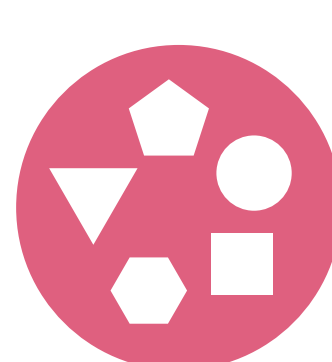




SWCTN

SOUTH WEST CREATIVE TECHNOLOGY NETWORK

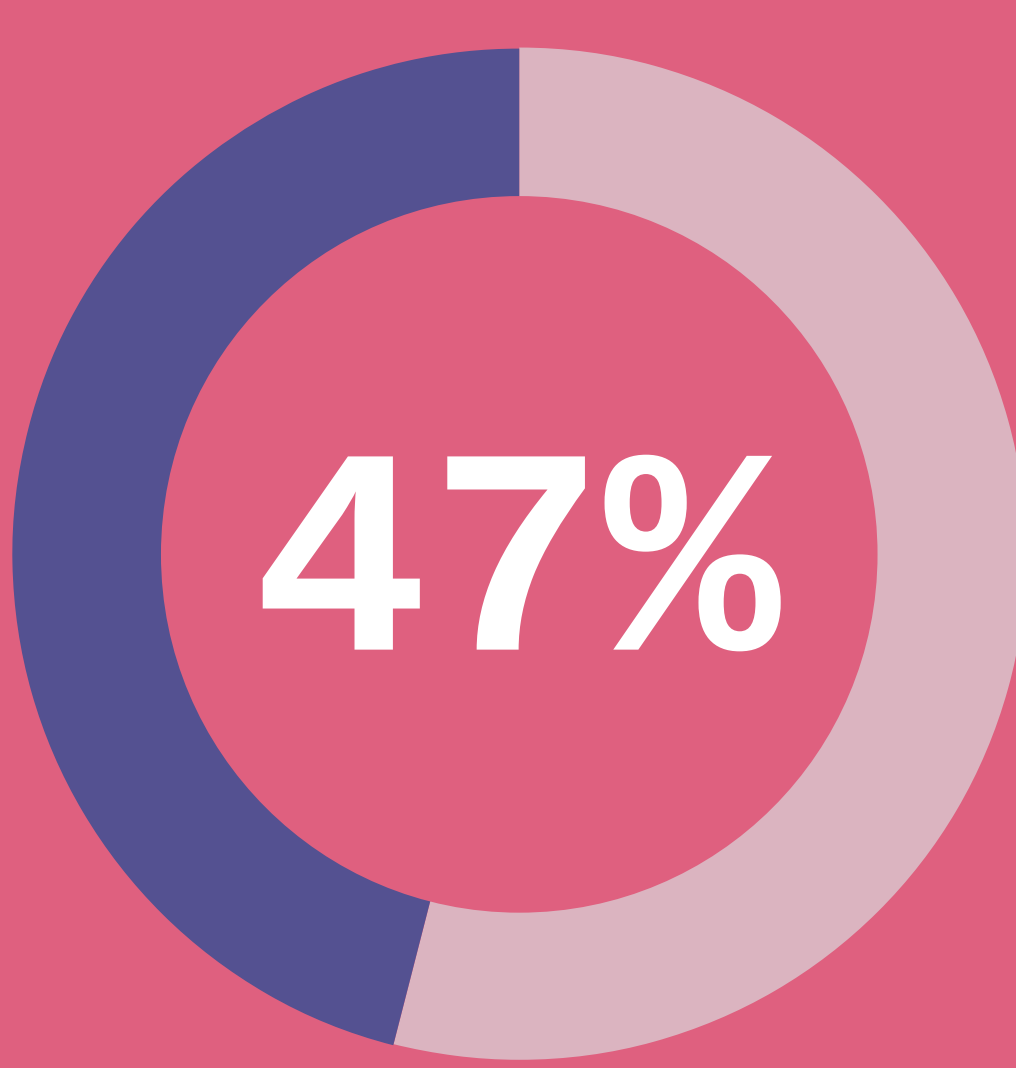


INCLUSIVE CHANGE MAKING

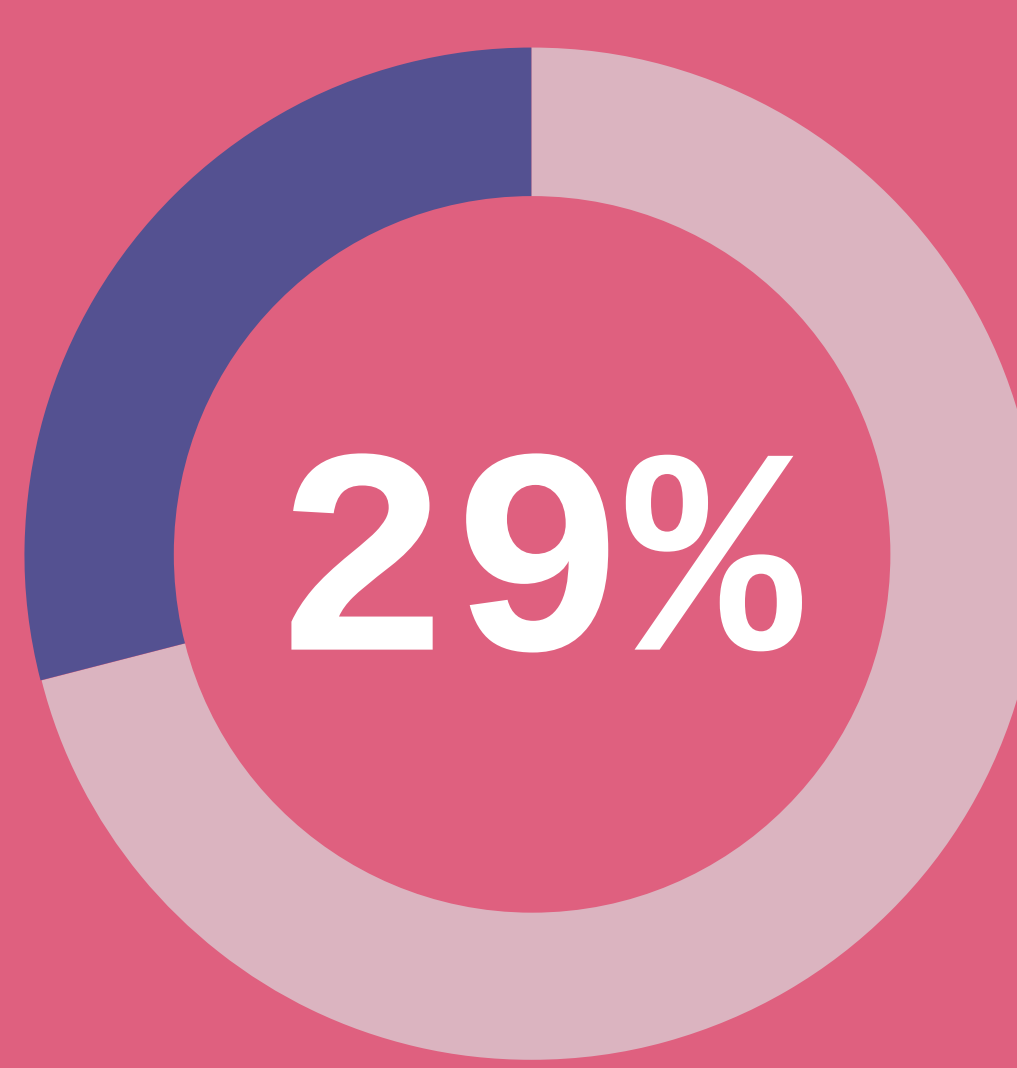
SWCTN released an inclusion statement earlier this year underlining our pledge to continue developing, reflecting and adjusting our approaches towards inclusion.

910

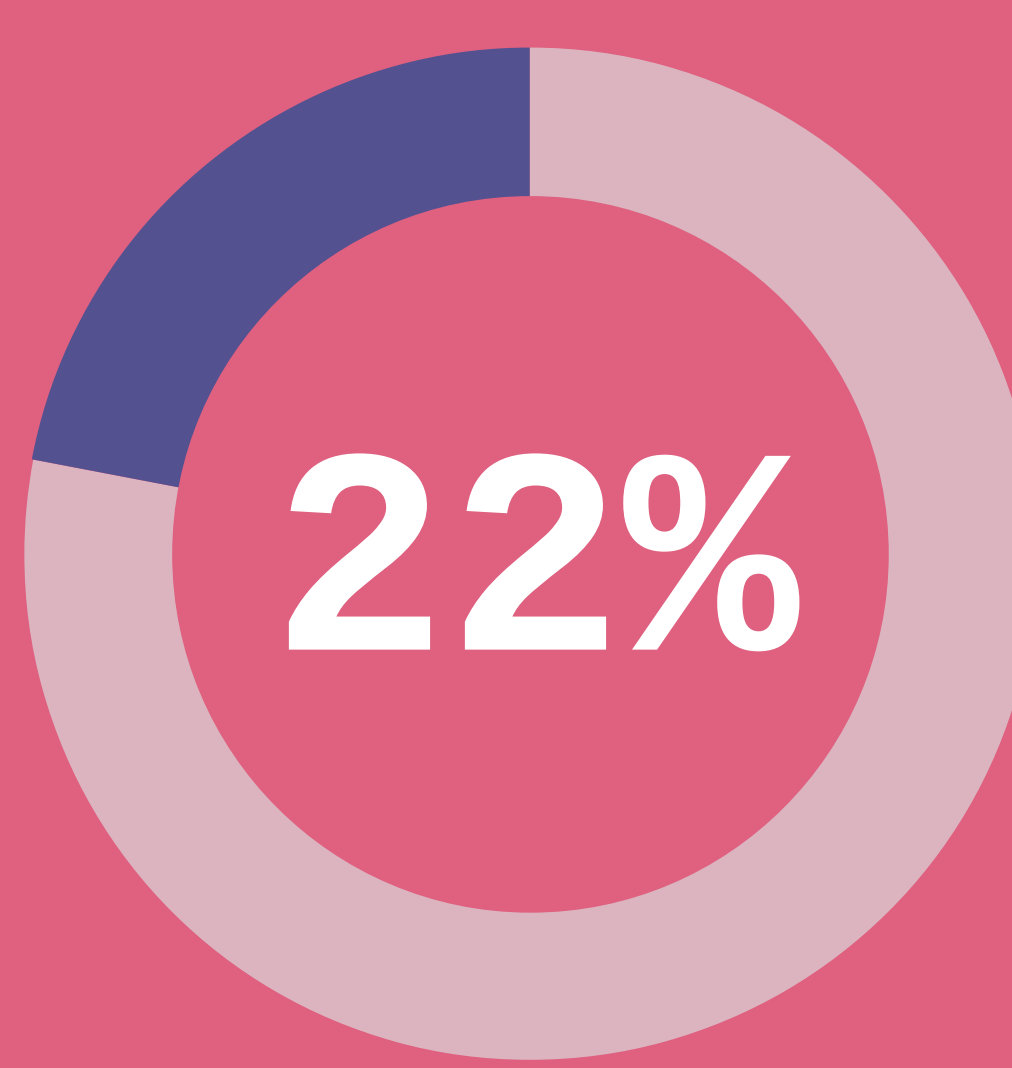
APPLICATIONS FOR OUR RESEARCH AND PROTOTYPE FELLOWSHIPS RECEIVED BY SWCTN.



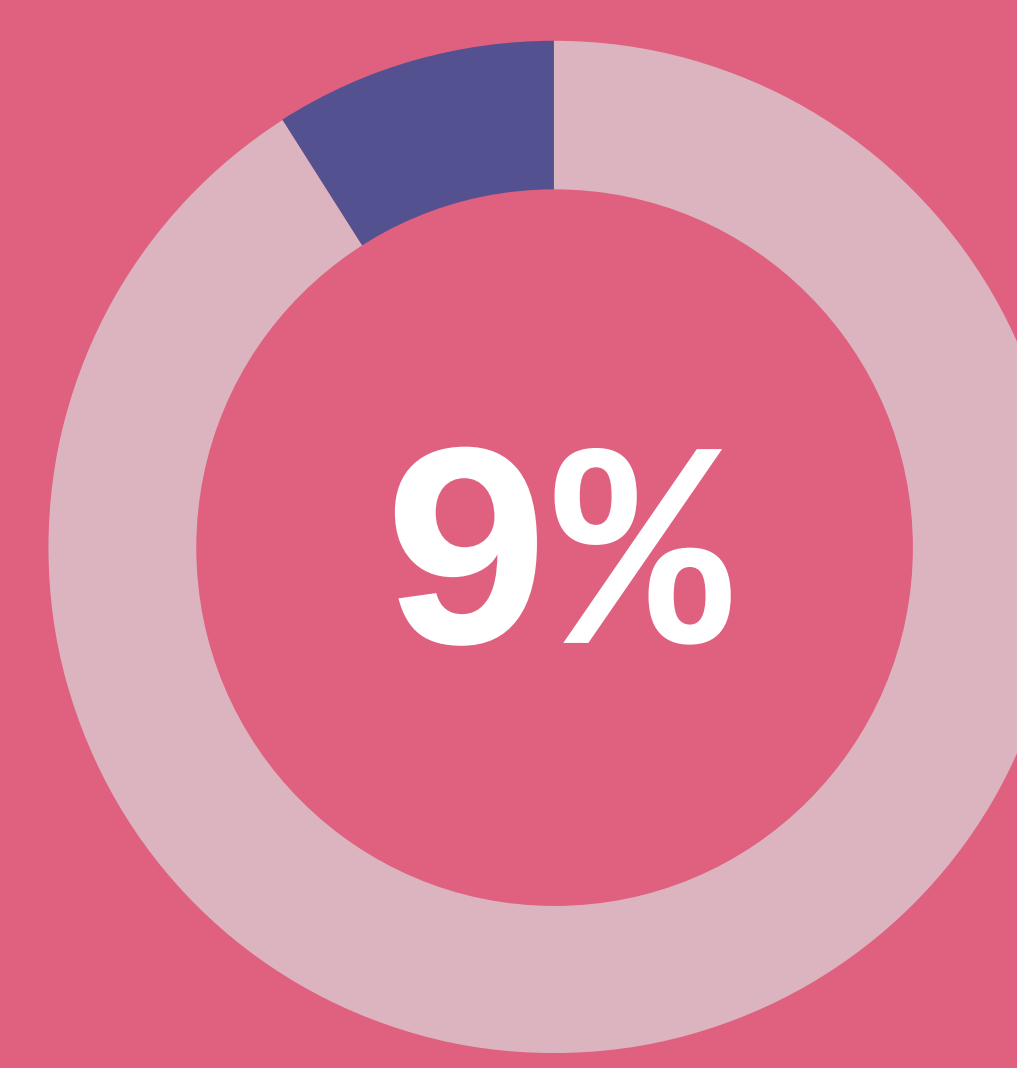
Identify as female



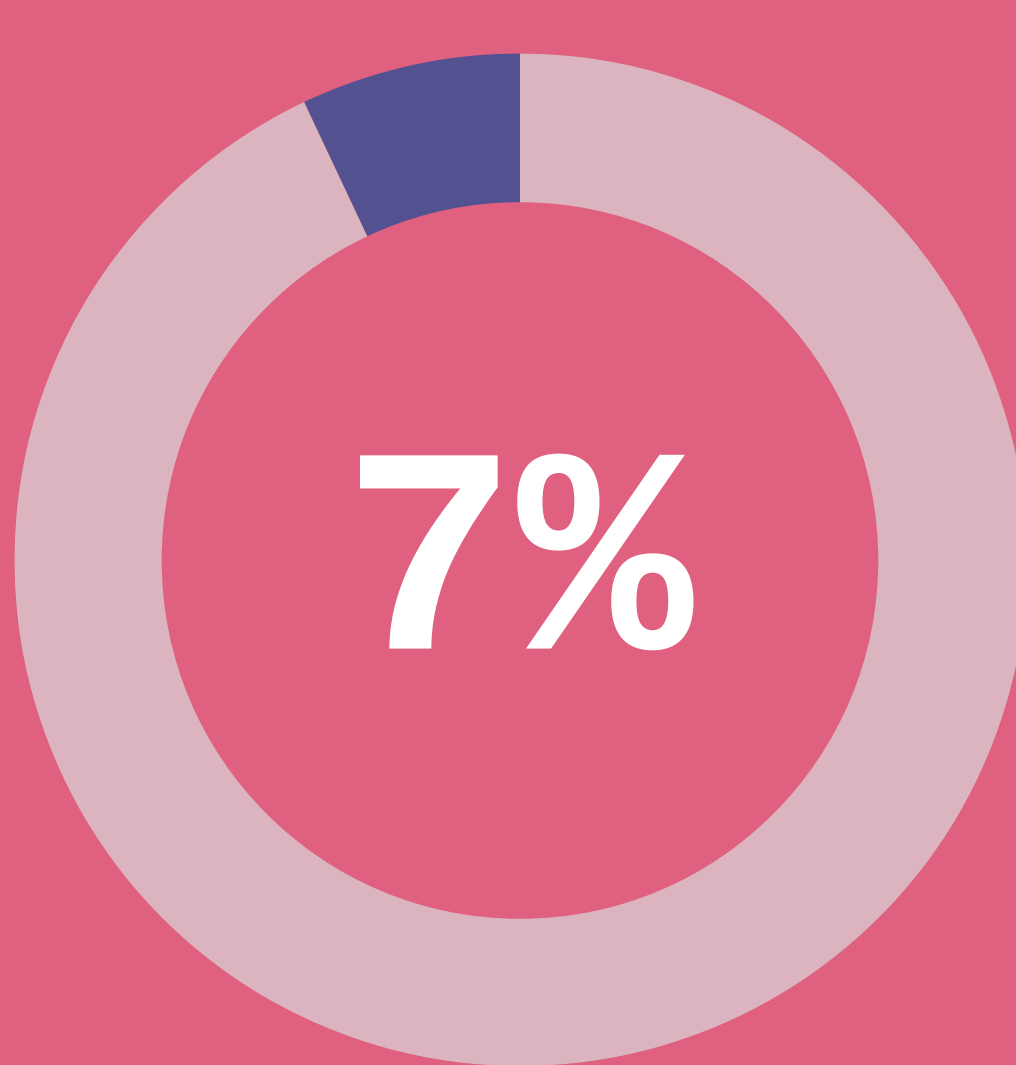
Identify as LGBTQIA+



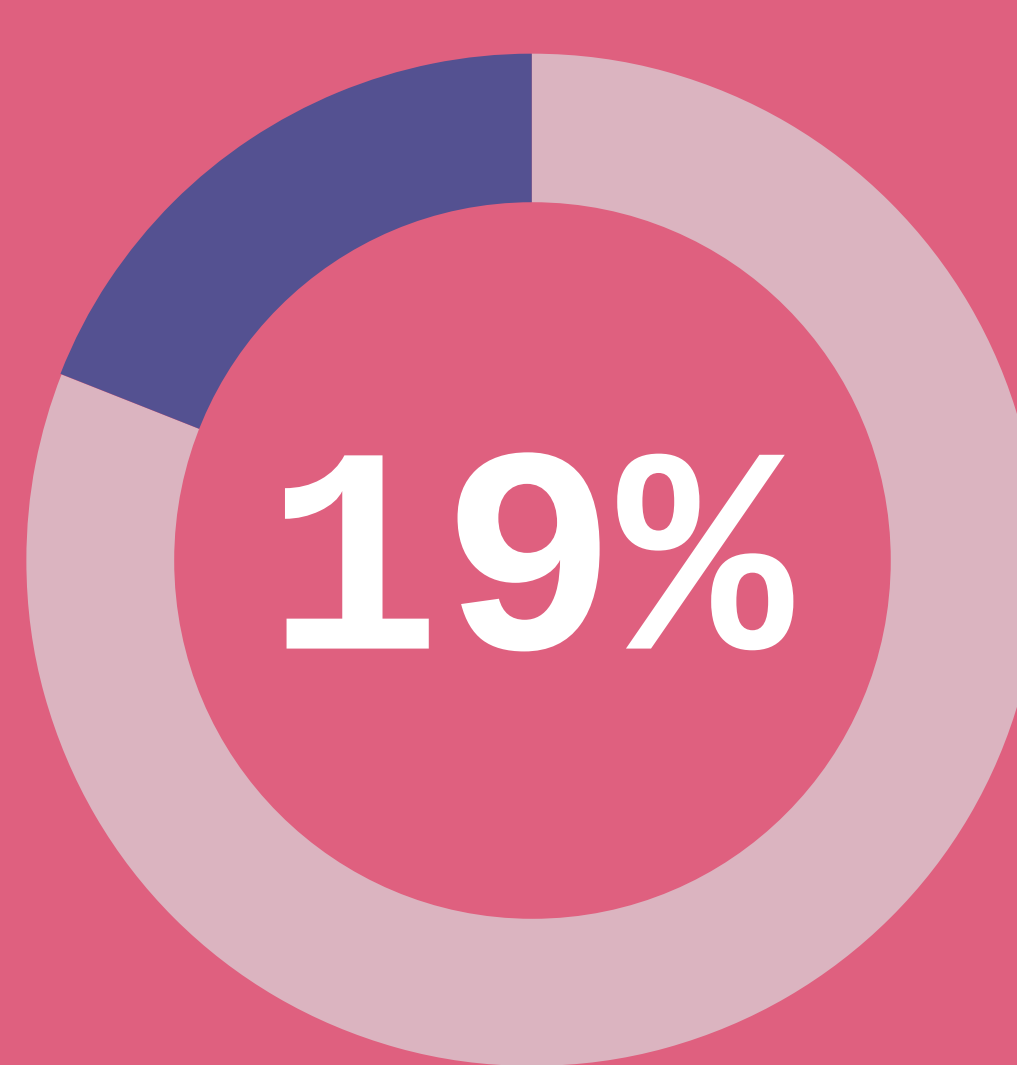
Identify as global majority (non white)



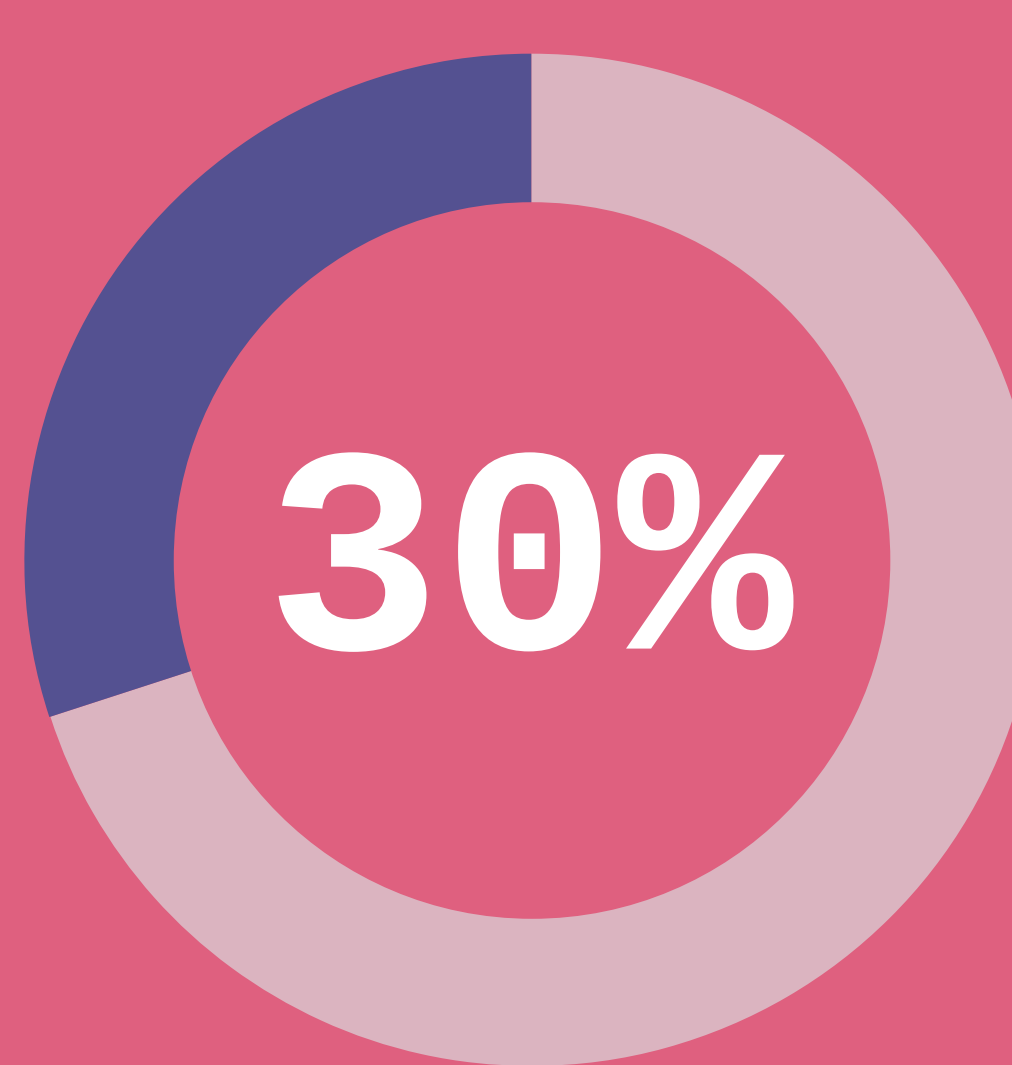
Identify as disabled



Did not attend university



Were eligible for free school meals



Are under 25 years old

47%

of applicants completed our voluntary Equal Opportunities form

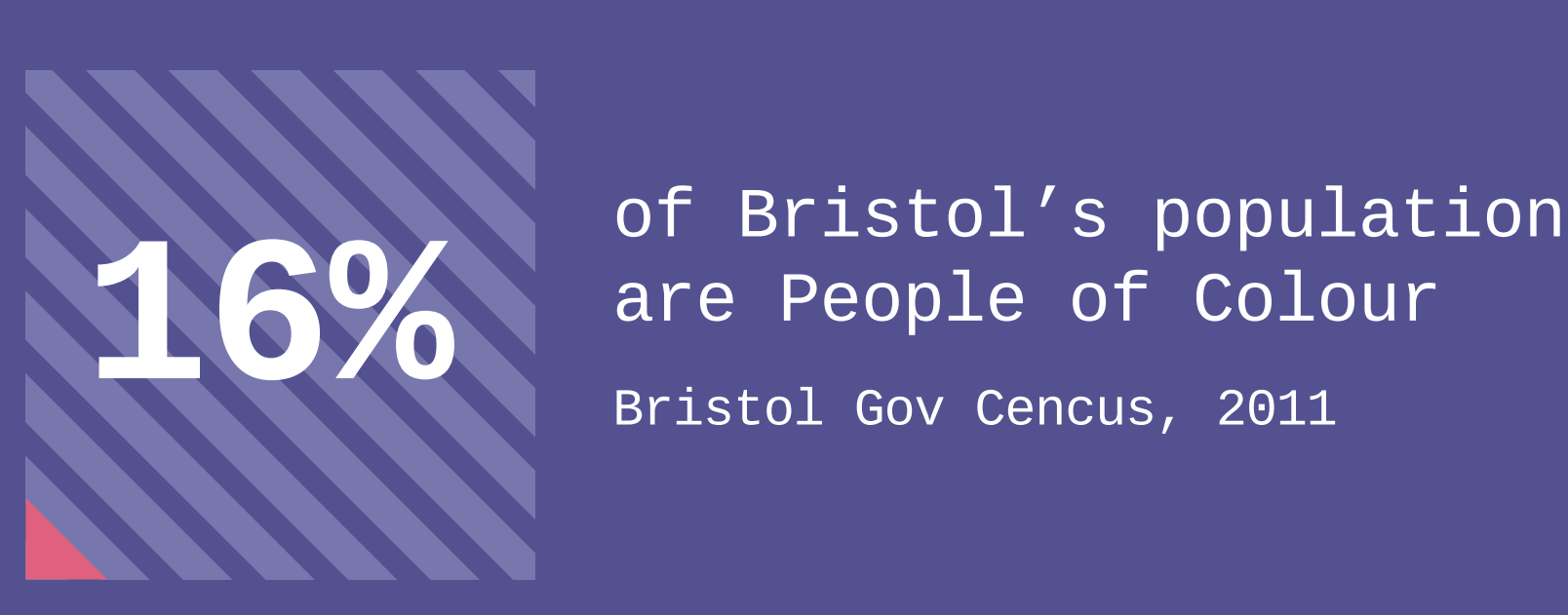
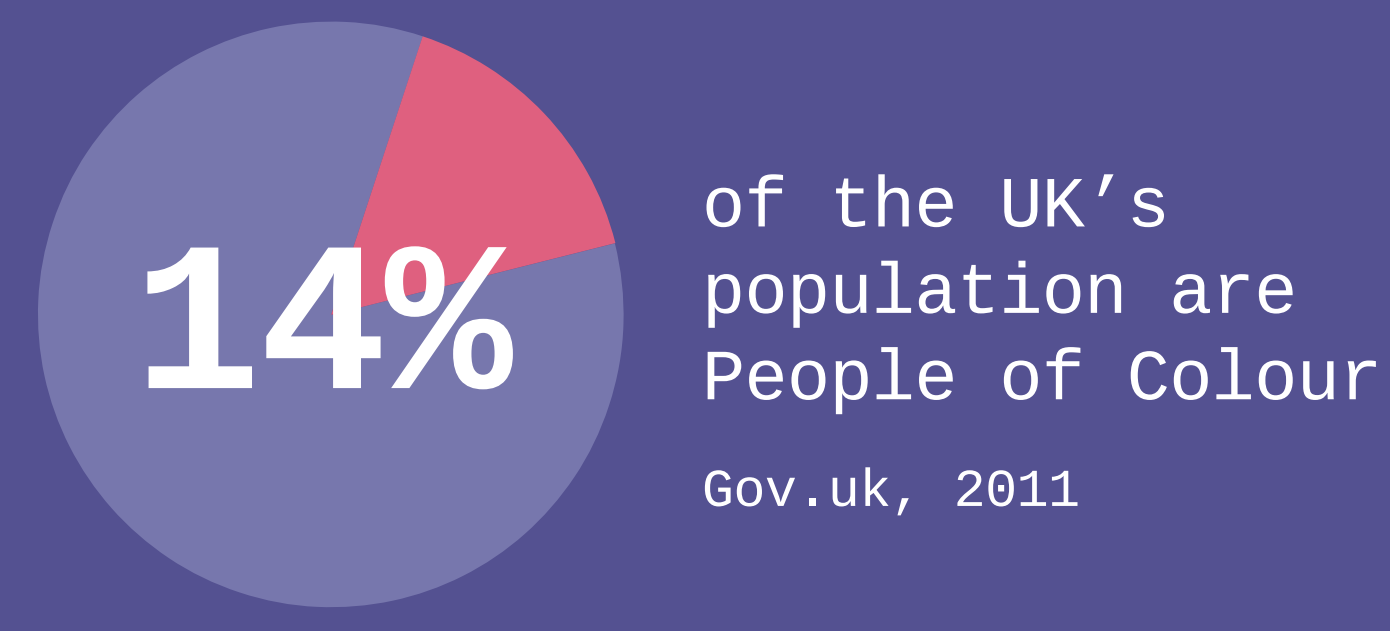
THE UK AND INDUSTRY AVERAGES



19% of the UK tech industry identifies as female

3% of the UK tech industry identify as Black women

5% of the UK tech industry identify as Asian women
Tech Nation Stats



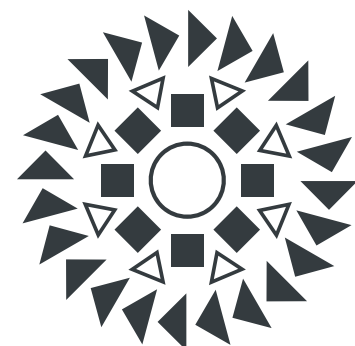
SIXTEEN PERCENT
of the UK's working aged population are disabled
Gov.uk, 2014

5.4% of the UK's working aged population identify as lesbian, gay or bisexual
Office for National Statistics, 2018

42% of UK's population went to university
Gov.uk, 2017

WE ARE COMMITTED TO LEARN, ADAPT, REFLECT AND CHANGE IN THE PURSUIT OF SOCIAL AND CLIMATE JUSTICE.

-SWCTN



Inclusion has always been an important part of SWCTN's programme design and conception, and this year, with the global and civil crisis, our agency has amplified. We believe we need to lead with transparency and an openness to critique from those communities and individuals effected directly by injustice.

Led by this data review, we are committed to meaningful and intentional programming with communities historically underserved.

We take an **intersectional approach** to this data and understand that inequity affects our applicants / network members through more than one characteristic.

We are committed to data led inclusion. We aim to build a picture of the people who govern, are employed, funded or supported through our programmes to support our data led inclusion methods. Following along from this demographic statistic deck is State of Play; a research project focused across the whole of Bristol and Bath Creative R+D and the Southwest Creative Technology Network. Follow our inclusion journey at watershed.co.uk/inclusion

The language used in this section is based on Inclusive Arts' #BAMEOver statement, Scope, ScreenSkills, and Jerwood Arts Socio-Economic Diversity + Inclusion in the Arts Toolkit