

#BlackLivesMatter

Black Lives Matter. Black Lives Matter to me and to everyone at TRP. We recognise that not being racist isn't enough, we need to be anti-racist. We recognise that words are not enough, we need to take action. We recognise that we've made mistakes – of inaction, of not educating ourselves about the systemic challenges Black people face, and of the way we engage with Black artists and the Black community. We apologise and we will take action.

We have purposefully stepped back over the last 10 days because we needed to take time to listen and to understand how our way of working has impacted the Black community.

We know we must change and work differently, and from today our focus will be on action. Action to address the conscious and unconscious bias and systemic racism that pervades the arts sector, action that will start to make a meaningful difference, action we will hold ourselves accountable for delivering:

- To educate and inform ourselves, our board and our teams about the Black Lives Matters movement to create an awareness and understanding of why we must change
- To hold the Senior Management Team accountable for change, each with an active responsibility for creating the change needed
- To ensure our Trustees nominate a Board Member with direct oversight of the Senior Management Team's implementation of this action plan, with enhanced reporting in this area
- To continue investment in and create space for Black voices in our creative programmes, and in our organisational learning and planning by improving TRP's dialogue with under-represented communities – not only in Plymouth but across the South West
- To create and publish by the end of September 2020 a roadmap for new TRP organisational structures as we build out of the Covid crisis with inclusive practice at its heart.

There is more we can do, and we will actively listen to your views and those of people across the region to continually inform this action plan over the long term. This is just the start of a long overdue conversation and of the action we will take to visibly support the communities we serve across this region.

Adrian Vinken OBE

Chief Executive, Theatre Royal Plymouth

#BlackLivesMatter #ActionsMatter