



DG Unlimited – Equality, Diversity and Inclusion (EDI) Policy and Plan 2025–2030

Our Commitment

At DG Unlimited, equality, diversity, and inclusion (EDI) are not just principles we support; They are fundamental to who we are, how we work, and why we exist. We are proud to be demonstrably one of the most diverse and inclusive creative organisations in the South of Scotland, and we believe this is both a strength and a responsibility.

We do not approach EDI as a policy obligation or a funding requirement, we do it because it is the right thing to do. Inclusion is at the heart of our values, our leadership, our strategy, and our programmes. Through everything we do, we aim to lead and create a cultural sector that is equitable, representative, and truly accessible for all.

Why EDI Matters to DG Unlimited

We are based in a region rich in cultural life but shaped by rurality, economic inequality, and social isolation. We know, through our research, gathered evidence and 14 years serving the region's creative sector, that barriers to participation are often compounded for people living in remote areas, those living in poverty, and those who experience discrimination based on their identity, background, or circumstances.

Our EDI work is rooted in national and international frameworks, including:

- Creative Scotland's EDI Outcomes and 10-Year Plan [Creative Scotland, 2022]
- The Scottish Government's Equality Outcomes [Scottish Government, 2021]
- The UK Government's Public Sector Equality Duty [Equality Act 2010]
- The United Nations' Sustainable Development Goals (notably Goal 10: Reduced Inequalities)

Our Approach

a. Representation and Recruitment

We actively seek to involve creative practitioners, staff, Board members, and partners from underrepresented communities.

b. Access and Participation

We choose physically accessible venues, provide access costs, and use plain English in all communications. We provide easy read, audio descriptions and accessible website,

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c. Listening and Learning

We build relationships with marginalised creatives and access specialists to shape our programmes.

d. Embedding Equity in Everything

EDI is embedded across all of our core work programmes, member services, projects, governance, leadership, evaluation, and funding processes.

EDI in Action:

- Members Unlimited and Leaders Unlimited: inclusive membership services and leadership development with funded places and access support
- Creative North Star: investigating and developing mentorship as an equity tool
- DG Unlimited Talent Pool: flexible creative micro-commissions with simplified access
- EDI and Engagement Champion, a designated trustee who works with the team and ensures consistent implementation and learning

Implementation Plan and Milestones

Immediate Actions (2025–2026):

Appoint EDI and Engagement Champion (Q1 2025)

Deliver annual EDI training to all staff, freelancers and Board (by March 2026)

Publish this EDI Policy (Spring 2025)

Collect anonymous EDI data on participants (ongoing)

Review recruitment practices (Autumn 2025)

Medium-Term Milestones (2026–2028):

EDI audit and sector advisory panel established (by March 2027)

Share EDI learning regionally (Report published by March 2027)

Publish monitoring and evaluation analysis and recommendations

By 2030:

- Continually representative Board, staff, and programmes
- Published EDI Impact Report
- Ongoing mentoring and inclusive leadership offers

Governance and Accountability

The Board oversees progress quarterly.

The Creative Director leads strategic implementation.

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The EDI and Engagement Champion provides operational oversight.
All partners and staff must align with this Policy.

Review and Reporting

This Policy and Plan will be reviewed annually and updated as needed. Progress will be shared in annual reports and all project reports.

Comparison with National Frameworks

Framework Area	National Standard	DG Unlimited Position
Leadership Representation	Encouraged by Creative Scotland	Actively implemented with targets by 2025
Access Costs	Recommended best practice	Embedded and funded across all projects
Data Monitoring	Required under Public Sector Equality Duty	Implemented with annual review and anonymous tracking
Inclusive Recruitment	Advised but not always tracked	Review planned 2025 and annually; applied to all roles
Advisory Structures	Optional for organisations	EDI Advisory Panel to launch in Jan 2026
Evaluation	Included in all funding reporting	Annual internal, strategic, and project reporting
Regional Focus	Not detailed in regional strategy	Core part of DG Unlimited's EDI approach