

WATERSHED

Staff commitments: Inclusive Behaviour

Introduction

An inclusive Watershed is one where all individuals are treated fairly and respectfully, have equal access to opportunities and resources, and can contribute fully to the organisation's success. Watershed is intersectional in our approach to inclusion in that we consider gender, class, race, age, ability etc, and also where these characteristics intersect.

To ensure there is a consistent and clear understanding across all team members about how to be inclusive, all staff will commit to the following behaviours, which will ensure we deliver accessible and inclusive activity for the benefit of staff, creatives and audiences:

Commitments

1. I will welcome all people to Watershed, understanding that structural inequality¹ means that colleagues, audiences and partners' experience of our building, programme and culture, may be different from my own.
2. I will consider how inequality will affect colleagues' experience of working at Watershed. I will seek to have open conversations to address and change this.
3. I will ensure my language and tone is not discriminatory and will endeavour to address people with the language and terms they favour².
4. I will listen to people, respect their lived experiences and learn from any mistakes I make. I will try to recognise when I am becoming defensive and take time to reflect on it.
5. I will support colleagues, audience and participants when I witness inappropriate behaviour or language being directed at them.
6. I will report all instances of unacceptable and discriminatory language or behaviour to my Line Manager.
7. I will feedback on any barriers to inclusion or areas of concern I find in Watershed via my Line Manager or CEO inbox.
8. I am committed to changing the diversity of Watershed staff and will do everything I can to support colleagues to achieve this.
9. I will support and feed into the work of Watershed inclusion group, understanding this work must be sustained and serious.
10. Where I am responsible for a project or team structure I will ensure it is representative at every level, and will pay particular attention to project governance.

¹ What do you mean by structural inequality? Inequalities are woven into the fabric of society and occur because there is an imbalance in the distribution of political and economic power. These structural inequalities are experienced in education, access to jobs, funding, networks etc, and will affect every part of a person's life, including how they experience Watershed. Privilege is where a person's power or experience is gained FROM that structural inequality.

² What language should I use? A quick read: [Diversity is Glossary](#) More in depth: [Diversity in diction and equality in language](#)