

## National Eisteddfod Anti Racism Statement

Our commitment

The Eisteddfod is committed to being an inclusive festival that respects and celebrates diversity in all its activities and procedures, and to ensure that no one is discriminated against based on disability, background, belief, religion, race, age, sex, gender or sexuality (Eisteddfod Standing Rules, 2022).

In accordance with this, the Eisteddfod is committed to working to end racism and oppression across society as part of our all-embracing commitment to promoting human rights, equality, diversity and inclusion.

We always aim to treat people fairly and with respect, learn about other cultures and nationalities, and create positive experiences emphasising our commitment to anti-racism in modern Wales.

We will actively challenge racism within our organisation and in other organisations that we meet.

We will aim to identify and remove any institutional racism in our own organisation and in wider society.

This is our first anti-racism statement and provides a benchmark for us to build from.

We commit to reviewing progress against our actions and this statement annually.

We have been developing our culture, policies and practices so that we can become an actively anti-racist organisation in everything we do and can bring about meaningful change.

We have implemented artistic projects to ensure global majority and ethnic minority artists are recognised throughout our programming.

We have researched job advertisements and job specifications best practice and made changes to our current language use and formats.

We aim to combat discrimination in all forms and adhere to equalities legislation in all spheres of our work.

We will ensure that everyone involved in the Eisteddfod, members of staff, our Management Board, Council, Court, central and local committees, competitors, and our volunteers are aware of our commitment to ensure that we are an organisation, project and festival which takes firm action against racism and racial bullying.

November 2022