

Equality & Diversity Statement for FoAM Kernow

A core tenet of the approach of FoAM Kernow is to be open to people, places, methods and ideas. The legal objects for which the Company is established reflect this:

- Promote art, science and education by identifying and strengthening the areas that connect them
- Embrace cultural change
- Foster interdependence
- Cultivate the beginner's mind
- Respecting and sharing sources
- Empower participants to translate an idea into practice
- Foster open source culture
- Embrace creative conflict

To be considered a FoAM project the answer must be YES to at least one of these questions (the more the better), many of which are relevant to equality and diversity:

- Does it approach complex issues from different perspectives?
- Does it encourage 'unholy alliances' (connections between unexpected fields, cultures and worldviews)?
- Can it function as a connector, or a 'trojan horse' - between disciplines, people, philosophies?
- Will it include people from a field that is unknown to you and/or FoAM?
- Does it have a scientific or technological element?
- Is it playful?
- Does it foster speculative culture ('what if...' or 'how could things be...')?
- Will it provide a pause, a fresh breath, an opening, a moment of stillness in people's lives?
- Does it encourage participation?
- Does it include moments of reflection?
- Are you personally committed to this project?
- Does it create a world - a total or complete, synaesthetic experience?
- Does it focus on whole lifecycle and has a holistic worldview?

Those working with FoAM Kernow do so on a freelance basis, allowing fully flexible and part-time working, and we have a flat daily rate applicable to all, including the Directors, ensuring equal pay. We will not discriminate on the basis of age, disability, sex, sexual orientation, race, religion or

belief, gender reassignment, marriage or civil partnership, pregnancy and maternity, political opinion or socioeconomic background – indeed we welcome diversity as it brings the breadth of perspectives, ideas, knowledge and culture that is essential to our organisational aims. All core members of FoAM Kernow have completed implicit bias tests to improve awareness of our own limitations.

We oppose all forms of unlawful and unfair discrimination, and will not tolerate discrimination from those working with us or participating in our events. We will meet our legal duties under the Equality Act 2010, the Equality Act (Specific Duties) (Scotland) Regulations 2012 and the Human Rights Act 1998, and will do so in a fair, justifiable, open and honest way.

A handwritten signature in black ink that reads "Amber Griffiths". The script is cursive and fluid, with the first letters of each word being capitalized and prominent.

Amber Griffiths, Director, FoAM Kernow

15 May 2017