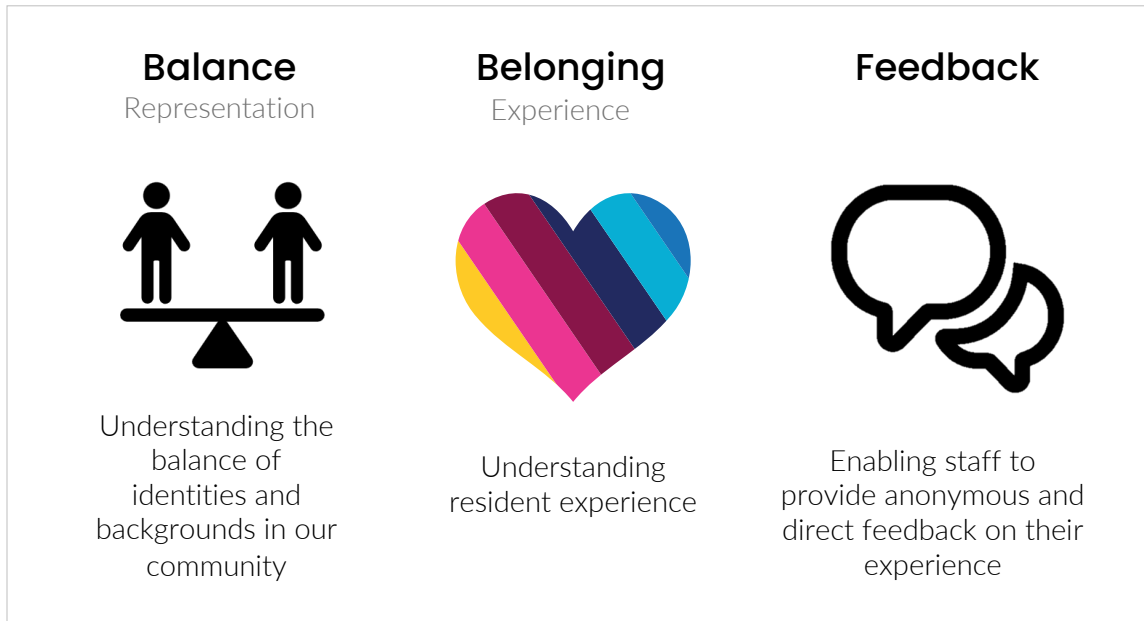


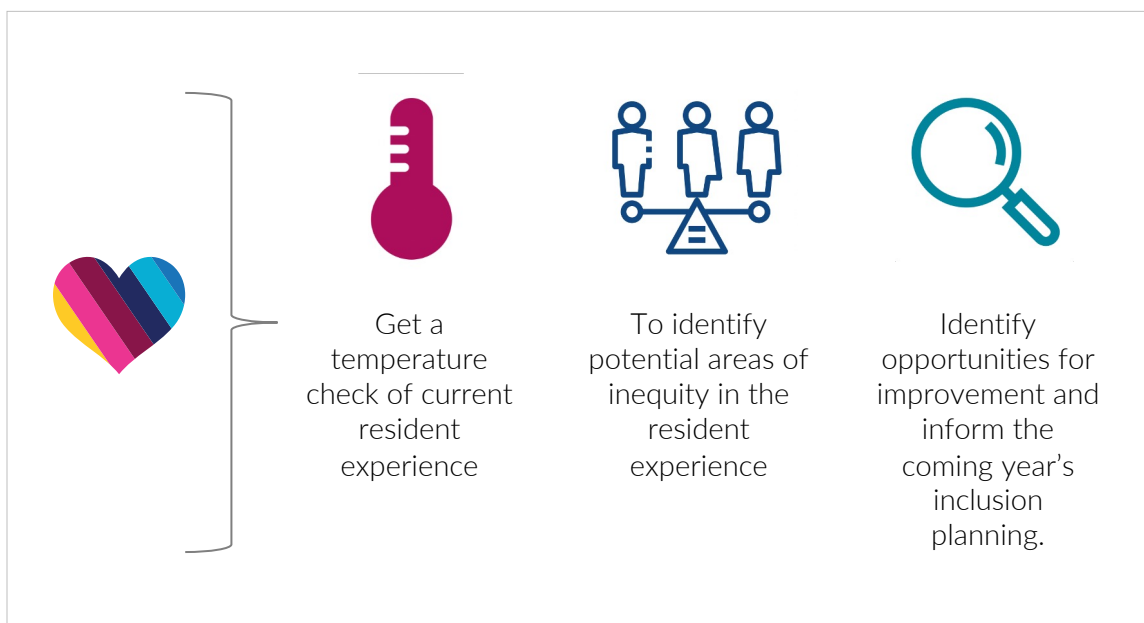


Studio Resident Community Diversity & Inclusion Summary Report

In May - July 2024 we ran our annual resident inclusion survey which had 3 sections:



We use the data from the survey (alongside other feedback) to:



The following pages give a summary of:

- What's happened in the past year
- This year's balance and belonging data
- What we're planning for the coming year

The full report can be found on the [Pervasive Media Studio Website](#)



What's Happened in the Past Year?

May 2023

Studio Governance

We worked alongside Lucy Turner and Imwen Eke as Resident Reps to explore how residents want to be more involved in decision making in the Studio.

Facilitation

We evolved how we run workshops to instil a greater sense of shared accountability for mutually respectful behaviour. We also introduced paid rest days for projects that actively draw on people's lived experience.

Programme Design

Our programmes were designed to bring together a diversity of lived experience. This included the Sony Assistive Musical Instrument Hackathon, Other Minds and Immersive Arts. The Studio Team had anti-racist facilitation training.

Residencies

Our Micro-Residencies focus on supporting artists who are underrepresented in our community. This year we supported one person within Other Minds. We also created a new process for offering ongoing Residency to participants on our programmes, which increased the diversity of our community.

Survey Development

Based on feedback from last year's surveys, we substantially cut down on the number of questions in our Community Survey, and made it clearer where rough estimates were sufficient.

We also modified several of the Belonging questions, which were unclear or difficult to answer

April 2024



- Open and honest communication both with staff and other residents, and feeling respected in the studio all scored highly.
- Feeling valued for unique contribution, being able to voice alternative perspectives or respectfully challenge other opinions and feelings of belonging are areas of focus for improvement.



Inclusion

74%

I can be myself at the Studio

78%

I feel respected in the Studio

82%

I feel like I belong in the Studio

61%

Below shows the % of agreement for questions in each of the other sections:



Studio Culture

65%



Voice

73%

Highest Agreement

I experience open and honest communication with staff at the Studio

88%

I feel respected in the Studio

82%

I experience open and honest communication with other Residents at the Studio

81%

Lowest Agreement

I feel valued for the unique contribution I can make to the Studio

53%

I feel able to voice alternative perspectives or respectfully challenge other opinions at the Studio

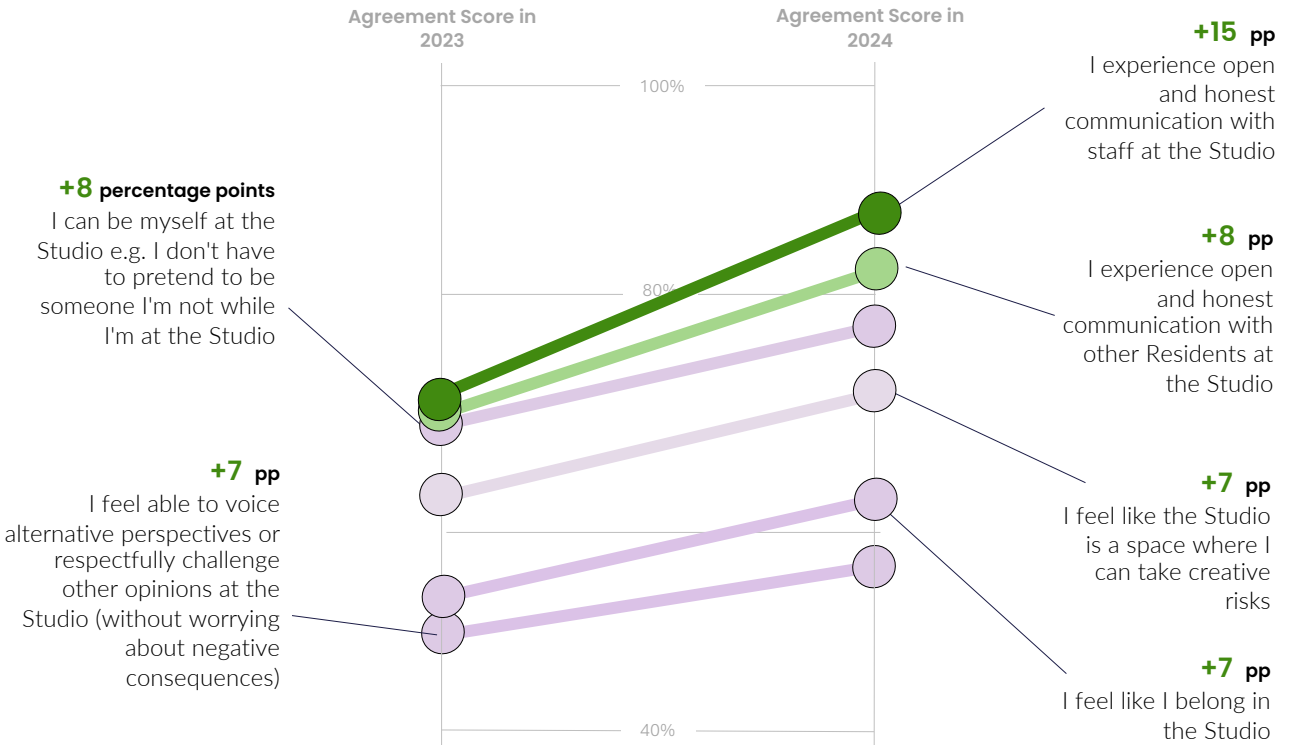
56%

I feel like I belong in the Studio

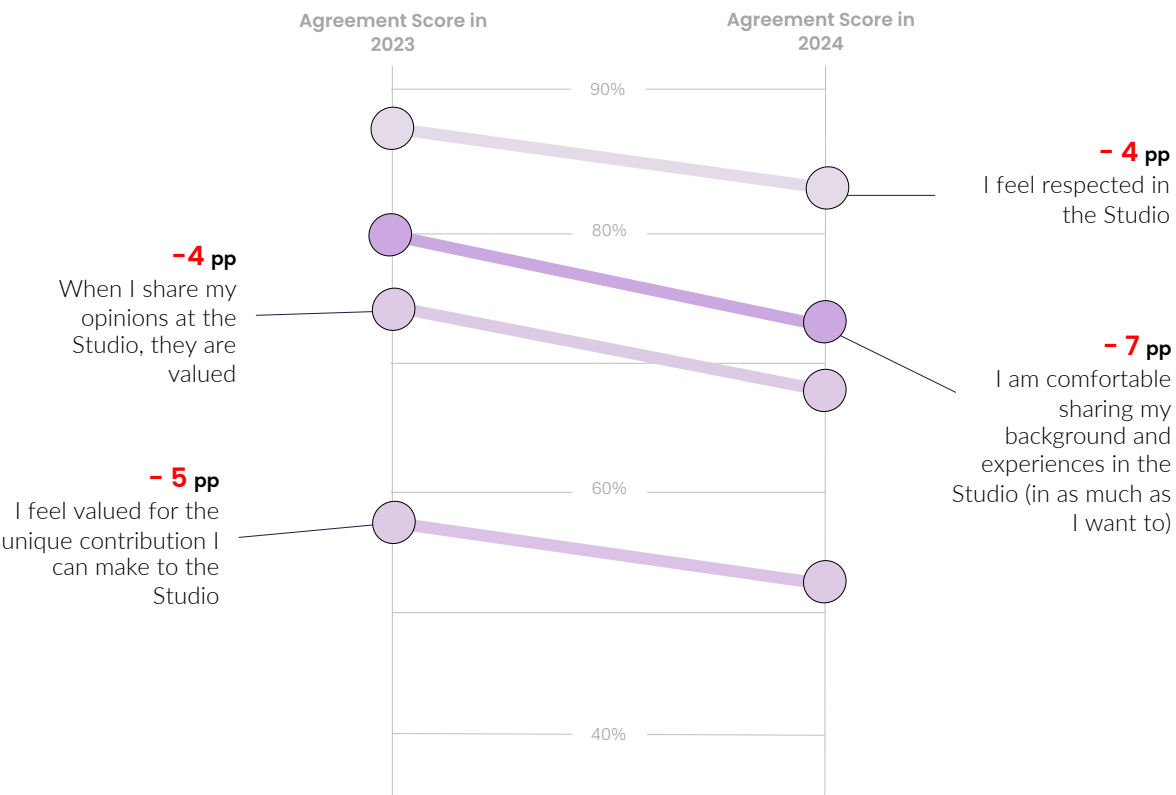
61%

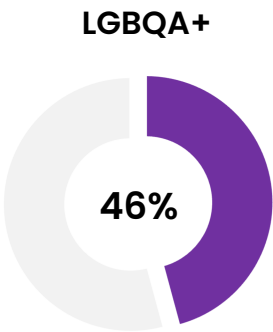
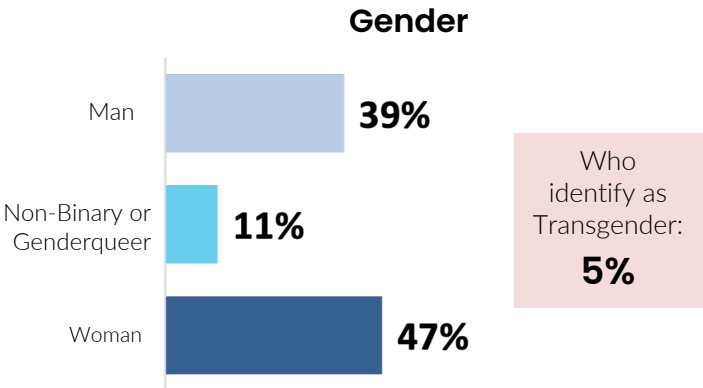
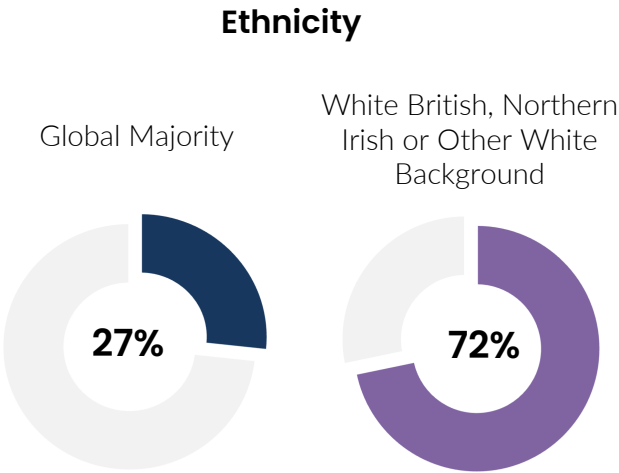
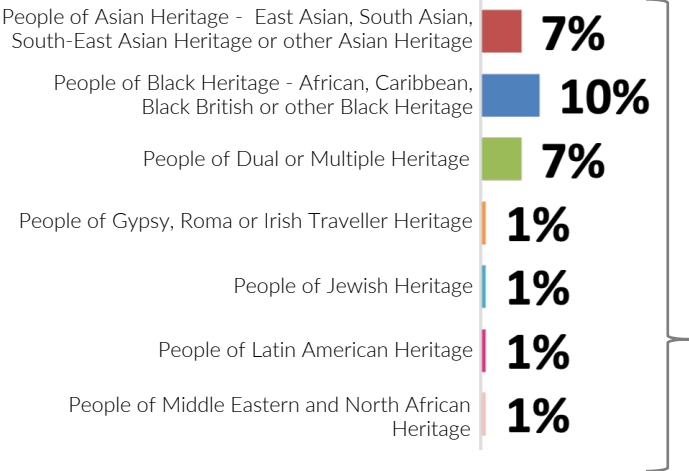


Improvements

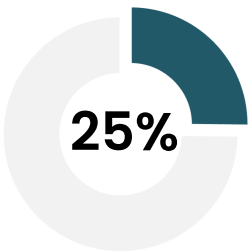


Declines

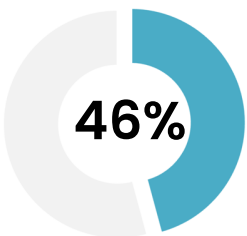




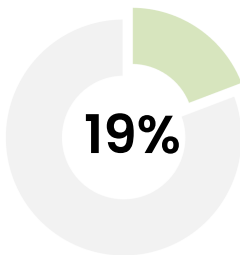
Disabled, Deaf or have a long-term health condition



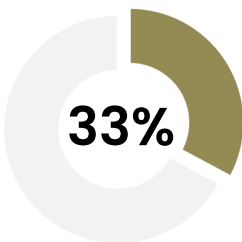
Neurodivergent



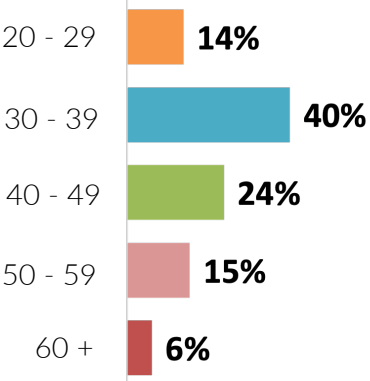
Residents with Religion or Faith



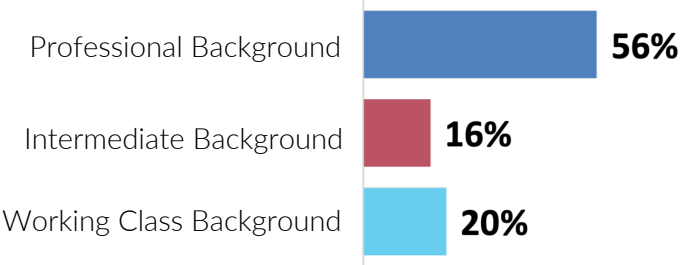
Carers



Age



Socio-Economic Background





July 2024

Studio Governance

As part of our ongoing work to involve residents more in the Studio's governance, we will invite 6 randomly selected residents to become Resident Advisors every 6 months. They will be involved with the running of the Studio on both strategic and practical levels.

Studio Wayfinding

We will work with Gill Wildman to create some signage that helps people to navigate the physical space of the Studio, and its structures, more easily. We will also do a reshuffle to break up some of the fixed desk groupings.

Residencies

Our Micro-Residencies focus on supporting artists who are underrepresented in our community. This year we will support a number through our 6G collaboration with University of Bristol.

Theme development

We will implement a new set of Programme Guidelines which ensure that new themes in the Studio reflect a wide range of knowledge, practice and lived experience.

Communications Review

We will do a review of Studio voice, messaging and comms to ensure that our writing is accessible to a wide range of people – particularly considering class and educational background.

Reparative Justice

We will develop our producing methods alongside those with expertise in trauma-informed practice.

April 2025

We will ask: how do we responsibly welcome lived experience, recognise intersectionality and make things together while maintaining safe boundaries for all involved?