

Upswing's Anti-Racism Statement



Upswing is one of Britain's leading contemporary circus companies. Founded by Artistic Director Vicki Dela Amedume in 2006, we are based in London, a registered charity and have been an Arts Council England NPO since 2008.

As a company we endeavour to make our work not only artistically powerful but also relevant to communities who do not see themselves and their experiences in Circus. We advocate for, present and mentor the work of under-represented artists especially Black and Global Majority artists and creatives in circus and performing arts through projects like [Step Up \(2010\)](#), [Inflight \(2016\)](#), [Circus 50:50 \(2017\)](#), [Circus, Circus, Circus \(2018-2019\)](#), [Circus Flavours \(2019-2022\)](#) and [Common Ground \(2022\)](#)

Upswing's work is driven by our values of excellence, innovation and inclusion and:

- uses new and diverse perspectives to create exciting performance of the highest quality for both adults and children
- promotes the development of artists, particularly those from historically marginalized backgrounds, as leaders in the circus sector
- provides high-quality artist development/training
- embeds creative engagement, education and outreach throughout our programme

We believe that an organisation that is actively anti-racist is better able to be healthy, resilient and relevant. We believe that anti-racism is fundamental to raising standards and achieving excellence.

We will continue to pursue and promote anti-racism through our artistic programme, leadership, participatory activities and communications. As an organisation we will continue to educate ourselves to understand more clearly how we can understand and address other experiences of marginalisation to continue to be an advocate and ally for all people that experience discrimination.

We will:

- Continue to support and profile Global Majority artists and voices in the work we make and through targeted professional development opportunities.
- Proactively nurture talent beyond the stage to train more Global Majority technical teams and support their work within the Circus sector
- Interrogate our recruitment processes for all organisational roles and create more opportunities for entry into our organisation and the circus industry
- Further diversify and develop our Board of Trustees
- Review our internal process to make sure Global Majority artists and creatives are always part of our continuing evolution
- Ensure the regular interrogation of our policies, procedures and actions to enable us to be better decision-makers

- Evolve an intersectional approach, working in partnership to develop programmes that support older artists, disabled artists, transgender artists, working class artists and anyone else who might be underrepresented in our workforce and our audiences.
- Review our suppliers, partners and contractors to ensure they adhere to our values of anti-racism and inclusion
- Continue to have more conversations – both internally and within our sector – to play a leadership role as well as to be held accountable by our peers