Equality, Diversity and Inclusion Action Plan Outline

Progress Report 2022

Our EDI Action Plan included the commitment to report to our stakeholders and the wider community on our progress on an annual basis. It is essential that we share our achievements and challenges we have faced in realising our plan and in integrating our EDI work into the strategic aims of the Association. Not all of our objectives were to be achieved in the first year of the three-year plan. We have therefore provided information on the status of the plan for the first year only and will do so at the end of 2023 and 2024 for the succeeding two years of the plan.

Our three-year EDI action plan calls for a number of steps to be taken to help us achieve the two strategic aims of our EDI work, which are to reduce obstacles that exist to engage with art history and to address the inequalities which underpin the intellectual and institutional structures of the discipline. This progress report provides updates on our broader objectives; these are supported by more detailed work that continues apace and is monitored internally.

Our Organisation

In order to assess whether those on our staff, our boards and our committees represent the populations we work within and serve, we have expanded our EDI monitoring and data gathering to include all of our stakeholders who volunteer for the Association and those who apply for volunteer and paid posts, grants and awards.

Our Communities

We have taken steps to enable us to be better informed about representation of those in our identified areas of focus within various aspects of our programme. We are conducting a wide-ranging survey of our members and stakeholders regarding their professional and academic needs in which we will also determine representation. The results of that survey will inform our efforts to broaden engagement with and involvement in the Association.

We have analysed EDI data in our grants programme and made adjustments to our application form to help to increase diverse participation. We have put in place a new monitoring process for contributors to *Art History* that will expand beyond race and ethnicity to include other areas of focus in our EDI strategy. It will also be extended from covering submitting authors to now include those producing commissioned work (i.e. reviews and articles for special issues).

We have convened those in the higher education sector to share approaches to attracting an undergraduate cohort of students that is more representative of wider society in terms of ethnicity, gender and class backgrounds. We have also established a group of those focusing on EDI efforts in art history at UK HEIs to jointly consider common issues and best practice, to determine what might be useful across our discipline in the various UK departments.

Our Programme

We will prioritise having a diverse range of programme participants who will bring a variety of perspectives on content from around the globe.

We are refining and standardising our monitoring across our organisation to analyse programme and event data to create baselines again which we will measure our EDI efforts; we have established objectives to ensure that at least 15% of those attending and presenting at our events are from diverse backgrounds featured in our plan including race/ethnicity, class and gender. For all of our events, we have created guidelines for accessible programming to ensure that we continue to reduce barriers to participation.

We are introducing a pilot programme to pay reviewers without institutional affiliation. The intention with this measure is to enable us to increase the breadth of contributors participating in this section of *Art History*.

As of January 2023, we will have a newly appointed International Advisory Board, representing a much more diverse group of scholars, and in particular from non-Anglophone countries.

We have further developed our Resource Portal on Anti-Racism and Decolonial Approaches to Art History and Visual Culture by adding to and enriching the bibliography and by changing the format to an interactive one, thereby facilitating additions and broader participation from within the field. The portal is included in a space on our (accessible) website which is dedicated to our EDI work. Progress against our plan, including challenges and successes during the year will also appear in this section of the website.