



K-FEST Diversity, Equality, and Inclusion (EDI) Policy

At K-FEST, we believe that diversity enriches creativity, inclusion empowers communities, and equality ensures a fair, welcoming environment for everyone involved. We are committed to fostering a festival that not only reflects the rich diversity of our community but actively champions inclusivity across all areas of our organisation—from the artists and performers we feature to the audiences we engage, and the teams who bring the festival to life.

Exhibiting Artists, Musicians, Performers, and Others Hired by K-FEST

K-FEST is an equal opportunity organisation, and we stand firmly against any form of discrimination. No individual will be discriminated against during the selection process for our festival based on age, colour, disability, ethnicity, race, religion or belief, sexual orientation, gender, or gender identity.

- We will continue to actively pursue a gender balance across all facets of our programming.
- Our efforts also include engaging with underrepresented communities, ensuring that our stages and exhibition spaces showcase a wide array of voices, cultures, and perspectives.
- We are committed to supporting inclusive programming that amplifies diverse stories, such as initiatives like *Little Ukraine* and the *Coming Out* installation.

Audience Engagement

K-FEST is on a mission to expand and diversify our audience base, ensuring that everyone in the community feels represented and included at the festival.

- We are actively developing strategies to engage with audiences from diverse cultural and socio-economic backgrounds.
- We will continue our focus on accessibility, ensuring that disabled individuals and neuro-diverse attendees feel welcome through thoughtful programming and accessible event spaces, such as the introduction of sensory rooms.
- Our outreach efforts include building targeted community engagement initiatives to invite underrepresented groups to participate fully in the festival experience.

Committee and Volunteers

K-FEST values the contributions of every individual involved in our organisation, and we are committed to maintaining an inclusive, supportive environment for all.

- No one will be discriminated against for inclusion in the organisation, whether as a member of the committee, a volunteer, or a staff member, based on their age, colour, disability, ethnicity, race, religion or belief, sexual orientation, gender, or gender identity.
- We have a zero-tolerance policy towards bullying, harassment, or discrimination in any form. This applies to all individuals working with K-FEST, whether interacting with colleagues or third parties.
- Should any issues arise, we encourage individuals to refer to our complaints procedure, which ensures that any concerns are handled sensitively, fairly, and in a timely manner.

Ongoing Commitments

Our journey towards a fully inclusive festival is ongoing, and we are continually evolving to reflect the needs of our community:

- **Community Sub-Committee:** We have established a Community sub-committee to ensure continuous engagement with the broader community, liaising with our arts, music, drama, and family programming teams to foster diversity and inclusivity.
- **Annual Review:** We will review our diversity and inclusion efforts annually to ensure our team, artists, performers, and programmes reflect the diverse make-up of our community.
- **Volunteer Recruitment:** We will focus on recruiting volunteers and staff from underrepresented demographics to ensure that the festival is as diverse behind the scenes as it is on stage.

At K-FEST, we are proud of our progress, but we recognise that inclusion is an evolving process. We are dedicated to creating a festival that celebrates diversity in all its forms, ensuring that everyone—whether performing, volunteering, or attending—feels welcome, respected, and valued.