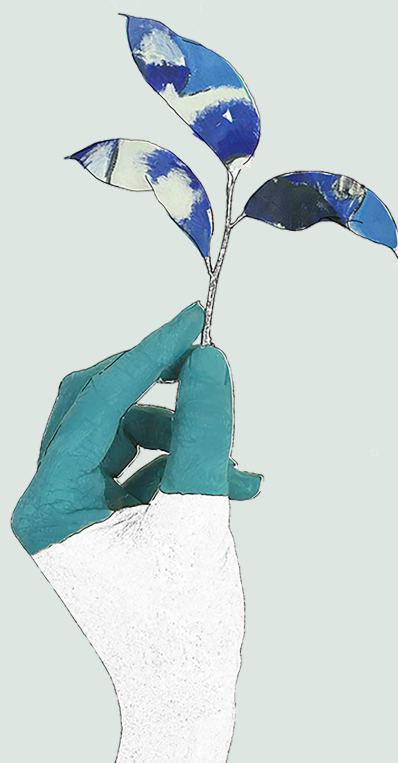




mxogyny CIC

**Commitment to
Diversity and Inclusion**

2020-2021 Report



*Design
by
shams*

Mxogyny is a Community Interest Company registered in England and Wales.
CIC registration no. 12297121.

If you have any questions or feedback about this report, please contact us at
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mxogyny.com

Introduction

As an organisation founded on empowering marginalised creatives, Mxogyny CIC is committed to diversity and inclusion. Equal opportunity is the bedrock of our company and we therefore intend to conduct regular internal monitoring and be fully transparent about what our organisation looks like from the inside.

This report shares the findings from our first diversity and inclusion survey, carried out between December 2020 and January 2021. Going forward, statistics and analysis of the makeup of our workforce will be published annually to ensure we continue to be open and transparent with our readers, collaborators and supporters.

As our team expands, we aim to recruit a higher level of members to our team who may face barriers due to race, gender, sexuality, religion, class or disability in order to ensure that we are creating opportunity across lines of multiple disadvantage. As a platform meant to empower marginalised creatives, we want to ensure that our team reflects our purpose.

The next section of this report breaks down the data from each survey question and seeks to describe and analyse the findings. Following this, we offer some concluding remarks on what our current workforce makeup tells us and what actions we intend to take regarding increasing inclusivity before our next internal monitoring.

Research and writing for this report was carried out by Tatiana Boyle. Writing and editing were carried out by Hrafnkatla Arnarsdottir and Maisie Palmer.

Mxogyny CIC

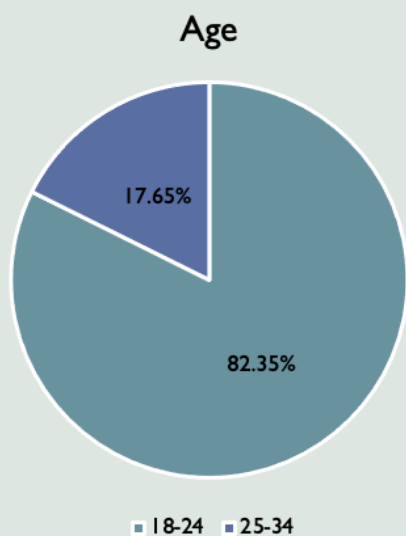
May 2021



Key Findings

Out of a total of 24 staff members (all of whom are volunteers), 17 responded to the survey.

1. Age

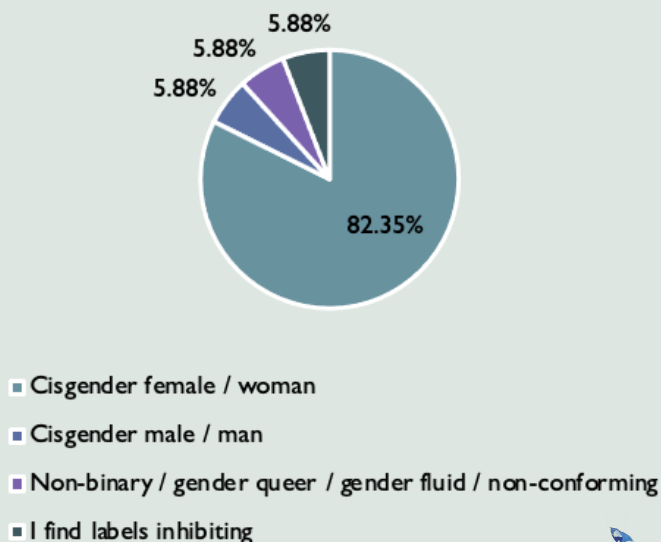


Internal monitoring demonstrates our workforce is dominated by 18-24 year old volunteers. However, in the last year alone Mxogyny expanded into the 25-34 age bracket, having been exclusively made up of 18-24 years olds before then. This indicates a widening of reach to volunteers being recruited from outside of student circles. That being said, we are still comfortable with being a majority young adult workforce as we are consciously aiming to nurture young talent and provide experience which acts as a stepping stone for our volunteers' careers.

Because of the nature of the content of Mxogyny, which can be explicit, difficult and triggering at times, we do not have team members under the age 18.

2. Gender identity

What gender do you identify as?



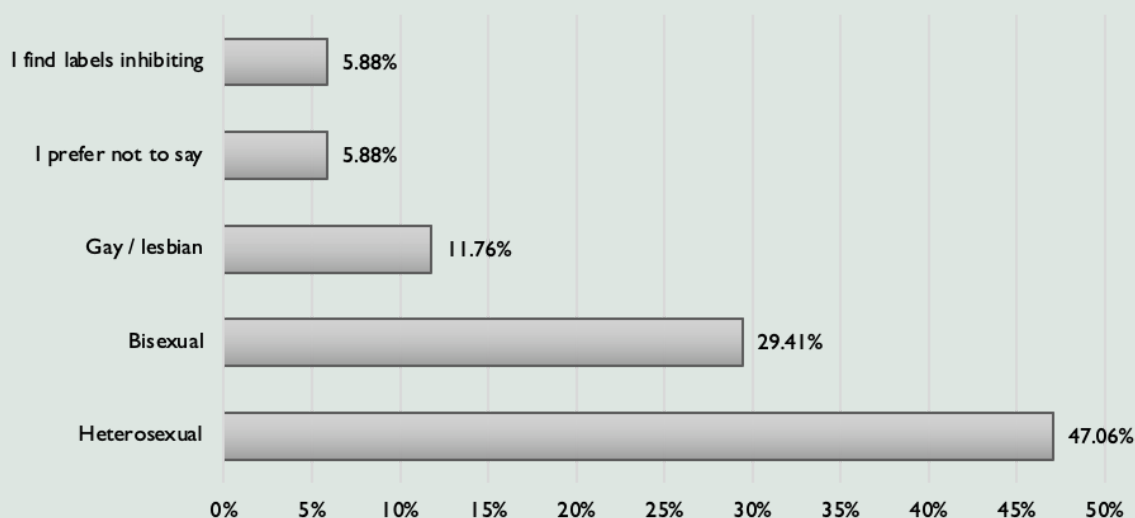
Mxogyny was originally created to provide early career volunteering opportunities to women and non-binary individuals as they are so often disproportionately represented in the creative sector. Gender identity can also be experienced as a barrier to cultural work, with a recent study of the Scottish Arts sector demonstrating that [44% of female cultural workers](#) cite gender as a barrier to cultural work, compared to 12% of males.



We continue to work on recruiting a diversified group of people with a variety of gender identities while maintaining our goal to provide career experience to those at disadvantage in the arts, including because of gender identity.

3. Sexuality

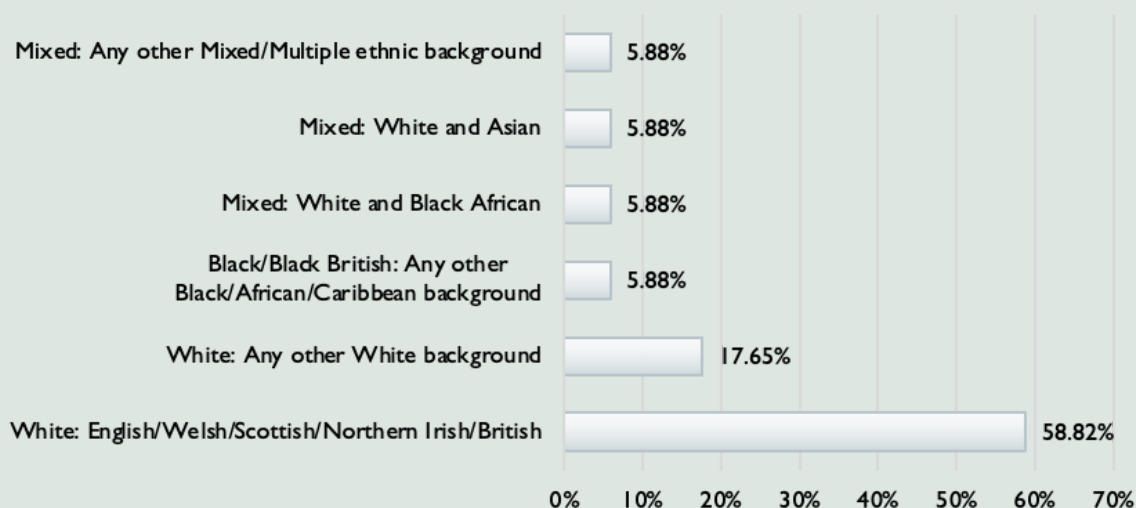
How would you describe your sexuality?



Arts Council England found that, in 2018-2019, [6% of its National Portfolio Organisations \(NPOs\)](#) identified as belonging to LGBTQIA+ groups. Comparatively, the Mxogyny workforce is less predominantly heterosexual. Our results show we welcome a range of sexual identities to our workforce, though we’re aware heterosexual sexual identities still form the majority. We want to continue improving our diversity levels around sexuality. Mxogyny are proud to be representative of queer voices and we will continue to ensure it is a safe space for LGBTQIA+ voices.

4. Ethnicity

How would you describe your ethnic origin?



As per the most recent national census, taken in 2011, in England and Wales the [percentage of the population describing themselves as Black African/Caribbean/Other was 3.3%](#); [in Scotland, this was 1%](#). Comparatively, at Mxogyny 5.88% of our staff describe their ethnic origin as Black or Black British, slightly higher than the national census results in England, Wales and Scotland.

In Edinburgh (the city in which Mxogyny was founded), 8% of the population reported to belong to a minority ethnic group (defined as any group other than White ethnic groups). Comparatively, at Mxogyny 23.52% of our staff identify as belonging to non-White ethnic backgrounds. We strive to go beyond the ethnicity makeup of Edinburgh and indeed the UK, and to actively counteract whiteness and Eurocentric narratives within the arts. Racial and ethnic diversity is and will continue to be a core concern in our staff recruitment, and is an area in which we feel that we should be performing better in.

According to the 2011 census, mixed or multiple ethnic groups represented 0.4% of the Scottish population and 2.2% of the population of England and Wales. By comparison, 17.64% of the Mxogyny workforce describes their ethnicity as Mixed: White and Black African (5.88%), White and Asian (5.88%) or Any other Mixed/Multiple ethnic background (5.88%). In England and Wales, each of these groups separately represented under 1% of the population each in 2011.

In the 2011 census, non-British White participants made up 8% of the Scottish population and 4.4% of the English and Welsh populations. In Mxogyny, the figure is 17.65%, more than double that of the national figure.

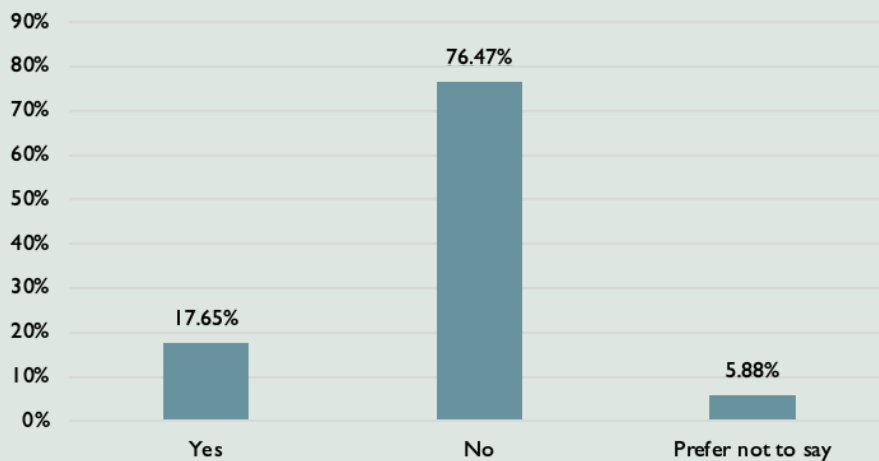
Mxogyny's workforce is overwhelmingly white. We are actively committed to hiring staff who identify as belonging to minority ethnic groups and this will be taken into account for future recruitment processes. Above all, we want to ensure that we are a welcoming space for all communities regardless of race or ethnicity.

5. Disability

Arts Council England determined from its 2018–2019 diversity report that 6% of the creative workforce were disabled and 58% non-disabled, with a further 8% abstaining from sharing this information and the data unknown for the remaining 29% of staff. The vast majority of Mxogyny's volunteers do not identify as disabled or suffering from a long-term illness but our workforce has a higher representation of disabled staff than the average found by Arts Council England.

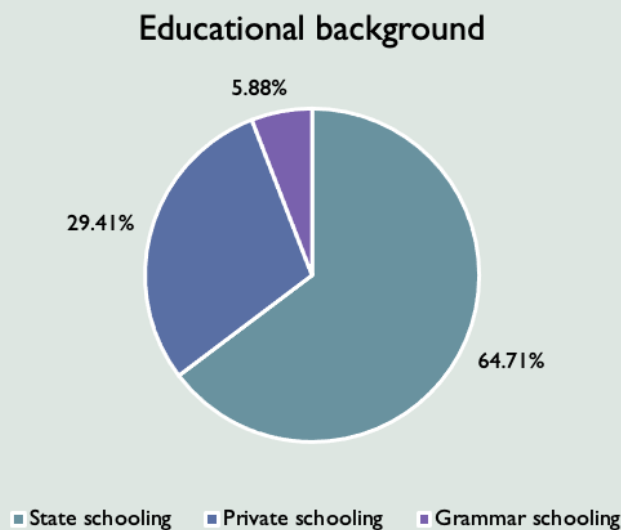


Do you have any long-standing illness, disability or infirmity?



Mxogyny will always support disabled members of staff and be mindful of physical, mental, visible and invisible illnesses. We want to ensure that we continue to be a welcoming platform for disabled individuals, which is why we have been developing a project to enhance the accessibility of our website, social media pages and zine publication.

6. Educational background



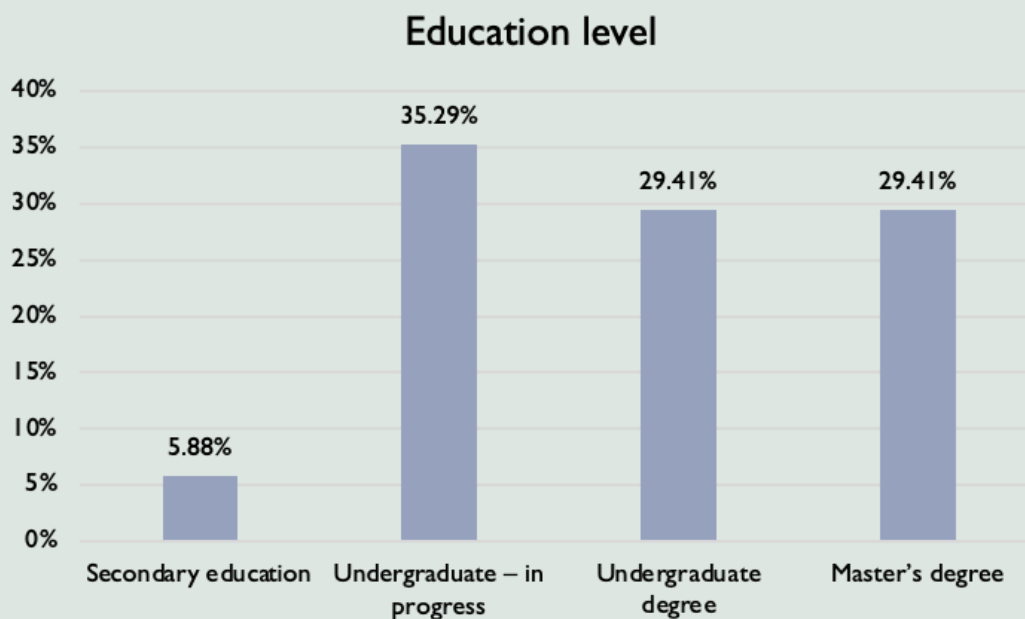
We are committed to empowering individuals from state school backgrounds who may face greater barriers to the creative industries than those from private school backgrounds. When compared with the UK population, of which [7% is privately educated](#), Mxogyny is more than four times above the average. A 2019 study, [Elitist Britain](#), found that 38% of the wealthiest people working in the creative industries had attended a fee-paying school. These figures are a huge concern for us, as they show that, at Mxogyny, we are closer to replicating the existing elitism in society than countering it.

Actively creating opportunities for young people from state school backgrounds is an aim of ours in our future recruitment. Young people with independent schooling are shown to have greater access to facilities, training and equipment; they also tend to be less disadvantaged by the financial strains of unpaid internships and work experience, often so crucial to getting a start in the arts. At Mxogyny, we want to provide those early career opportunities to young people and a big goal of ours in 2021 is to start ensuring these opportunities are paid.



7. Education status

Over half (58.82%) of our workforce have completed a formal university qualification. This is in contrast with 2011 census results which showed 27% of the English population, 26% of the Scottish population and 24% each of the Welsh and Northern Irish populations had attained a Level 4 or above education qualification (equivalent to university-level).



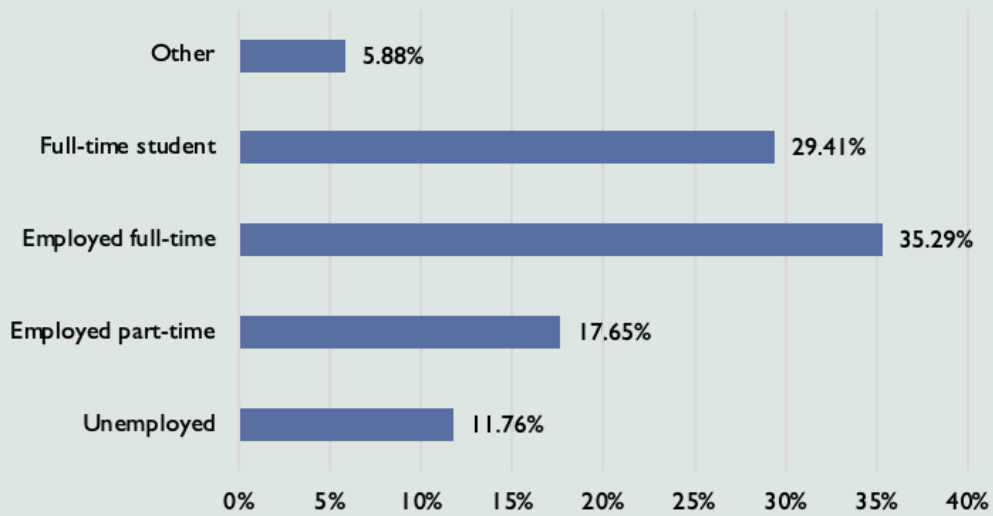
While Mxogyny was founded by university students, it was also founded on the understanding that access to the creative industries is inhibited by a multitude of factors, including socioeconomic background and education level. As our internal monitoring demonstrates, our workforce is majority university-level educated. Going forward, we are looking to ensure that non-university educated individuals feel welcome in our space as we are committed to countering elitist narratives in the creative sector. We will look for new avenues to engage with networks of young people and individuals outside of further education environments.

8. Employment status

Our aim is to offer opportunities to people in different types of employment and education, and as such we make sure that volunteering hours are limited to no more than 4-8 hours a week.



Employment status



As part of our organisational strategy for 2021, we are looking for new and sustainable income revenues and are actively seeking funding to financially support our staff, who are currently all volunteers. A key measure of success for us in the future would be to be able to pay our volunteers for their work.



Conclusion

In certain indicators, our survey found that Mxogyny's workforce was more diverse than the national population and the staff makeup of Arts Council England's NPOs. However, in other areas we came up short. It is important to us to conduct internal monitoring and to reflect on the results annually as we want to hold ourselves accountable for being an inclusive organisation which provides career opportunities to marginalised peoples. We want to ensure we do not replicate the barriers and elitist narratives in the creative industries but that we actively try to dismantle them.

We take the findings of this report seriously and our future recruitment will be done with many of the results in mind:

- **Age** - we intend to continue predominantly offering young adults career opportunities, while being open to diversifying the age range of our staff.
- **Gender identity** - we remain focused on providing a space for women and non-binary individuals to thrive, but will not exclude cisgender men and are also actively seeking to increase the representation of non-binary / gender queer / gender fluid / non-conforming individuals.
- **Sexuality** - Mxogyny is and will always continue to be a safe space for LGBTQIA+ communities.
- **Race and ethnicity** - we want individuals to feel safe and welcome at Mxogyny regardless of their race or ethnic identity. It is vital to us to counter narratives and barriers which favour white British people over others and this will be reflected in future recruitment processes.
- **Disability** - we strive to ensure our platform is inclusive of individuals with long-term illnesses or disabilities. Ableism is damaging in all areas of society, including the creative industries. We will continue to provide a space that actively counters ableism and to educate ourselves where we do not have personal experiences of an illness or disability.
- **Education** - creating opportunities in the arts is particularly important for individuals from disadvantaged socioeconomic backgrounds. We intend to actively counter the elitism present in British society and the arts, in which independently educated individuals hold disproportionate power across most sectors, including the creative sector.
- **Further education** - despite our origins at Edinburgh University (part of the Russell Group), we are committed to actively creating networks with individuals and groups outside of the higher education system and to recruit individuals with a range of educational experiences, whether this is higher education, specialized professional or vocational training, apprenticeships or anything else.



- **Employment** - Mxogyny embraces staff who wish to give up their time to our organisation regardless of whether they are in employment, studying or unemployed, and whether any of this is on a full-time or part-time basis. Having a workforce from across these experiences is important to ensuring our views as an organisation are not biased or exclusionary. Going forward, our strategic aim is to be able to offer financial support to our volunteers for the work that they do, particularly as we recognise the difficulties young people face in today's economic climate.

Clearly, there are still steps for us to take if we want to champion a true range of marginalised individuals and communities in the arts. We want to ensure that our workforce isn't speaking on behalf of groups who face barriers to creative careers but that we are made up of team members who can speak *to* these experiences directly. This report has assisted us in understanding our internalised performance in terms of inclusivity and will motivate us to consider the areas we fall short on in future recruitment processes.

