# Glasgow International
# Equalities, Diversity and Inclusion Priorities

The Glasgow International team acknowledges that the festival exists within structural conditions that are inherently racist, ableist, sexist, genderist, heterosexist and classist, and that can create obstructions to inclusion and participation in cultural events, activities, and work environments.

The festival context of Glasgow International can and has also generated specific conditions that are detrimental to individuals already marginalised within the contemporary arts sector.

As a festival, Glasgow International seeks to work on a model of collective endeavour, embodying a collaborative, polyvocal approach that supports a programme that centres the ongoing dynamism of independent artistic and organisational practices in Glasgow. Glasgow International's work in recognising and overcoming barriers to engagement and participation are understood as part of this ongoing process of exchange and collective learning; and is deeply indebted to the experiences of artists and festival participants that have shaped our work in this area.

While acknowledging our limits in addressing often complex systems, the Glasgow International team will strive to identify and remove obstructions within its work and to create conditions around the festival that are accessible and safe for all. We also understand that it is our role to make inequitable systems and processes transparent to festival participants, especially in situations where we have little control over them. We are committed to learning about organisational and individual best practice from the intersecting perspectives of anti-racism, disability justice, feminism, queer and trans liberation, and to applying this learning in the organisational and programmatic development of Glasgow International.

Glasgow International is part of Glasgow Life, the organisation that manages culture and sport in Glasgow on behalf of Glasgow City Council. We follow Glasgow Life's Equalities, Diversity and Inclusion

Strategic Plan, a revised version published [here](#) in January 2024

Centring an intersectional and equity-based approach, Glasgow International has also identified five priorities specific to our work in equality, diversity and inclusion over the next five years:

### Priority 1
When working with artists, members of staff and collaborators, to put in place clear and transparent practices towards identifying and responding to individuals' access needs, understanding that these cut across diverse lived experiences including race, class, gender, disability among others.

### Priority 2
To achieve a greater diversity at all levels of the Glasgow International workforce that better reflects the demographic makeup of Glasgow, particularly racialised people and communities, and those identifying as disabled.

### Priority 3
To pursue changes within the structure of the festival (particularly the balance within its programme and use of resources) that prioritise equitable working conditions for festival participants and address forms of exclusion based on class and wealth.

### Priority 4
To pursue changes to the ways in which Glasgow International engages with individuals and communities living in Glasgow and to the way the organisation is governed, in order to build participation and attendance by individuals from marginalised communities in the city.

### Priority 5

That the planning and development of the programme prioritises the participation of artists / festival participants with marginalised identities.

Glasgow International Festival 2026 Team adheres to the Palestinian Academic and Cultural Boycott of Israel (PACBI) and Boycott, Divestment, Sanctions (BDS).

As a team, we have developed the edition of GI 2026 in line with the principles, ocnversations with artists and peers, and learning from the work of Palestinian artists, authors, and thinkers to deliver the festival and will continue to inform our work individually and together.

https://docs.google.com/document/u/6/d/e/2PACX-1vTs2Qe1m9r8GOnrn0brWfMgDQd1mE3wXtDMq14cy8BU74s9yYNXX0DMayV50a_J1bIlePFRW6U7i4-0/pub?urp=gmail_link