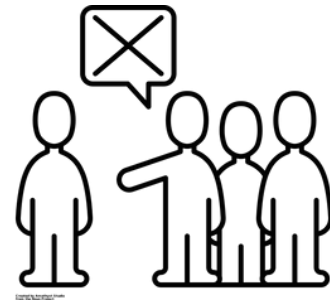


# Place/s at the Table:

## A review of disability and governance in the Cultural Sector

### Key Findings

- Feedback from 72 surveys and 24 interviews told us that lack of resources, prejudice, legal complications, ableist systems and lack of confidence all stood in the way of effective inclusion of disabled people in governance processes.
- Whilst there are some strong examples of best practice (as highlighted through this report), all too often, disabled voices are excluded from Board-level conversations.



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## Benefits of including disabled people

### Organisations can:

- increase income
- show their vision, mission and values in action
- make better decisions which impact at all levels
- better reflect the communities they serve
- benefit from the skills, knowledge and lived experience of disabled people
- improve communication with stakeholders, staff, audiences, and participants



# Benefits of including disabled people

## Disabled people can:

- become active decision-makers, and influencers
- network intelligently with others who share an appetite for change
- support their continuing professional development
- future-proof inclusion by supporting the next generation of disabled creative leaders



## Barriers to tackle

- the cost of providing access and inclusion
- current Charity law, which perpetuates paternalism
- lack of specific resources, financial, educational, training and development
- ableist systems and structures which benefit non-disabled people
- disabelist stigma and misperceptions attached to impairment
- lack of self-confidence manifested as imposter syndrome
- conflicting access requirements



## The Report's Recommendations

- The primary recommendation is a call to action for every part of the creative and cultural sector to engage with the issue of bringing disabled people more effectively into governance processes.

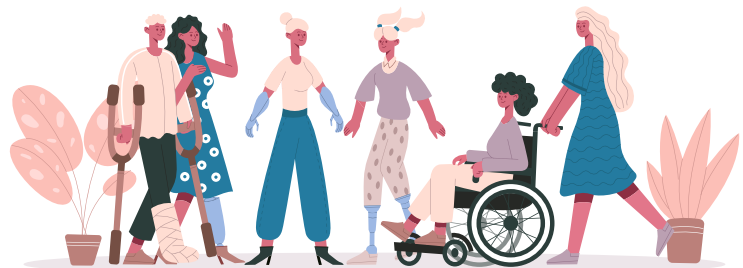


To address the barriers and embrace the benefits, action will be required from:

- Funders
- Sector support organisations
- The wider cultural sector
- Disabled people



**CLORE  
LEADERSHIP**



## Extension Questions

In furthering the debate around how best to engage deaf, disabled and neurodivergent people in governance we will be able to ask the following extension questions:

- What structures would allow Access to Work for disabled board members?
- How do they maintain autonomy when joining a board?
- How can we unlock the learning held in the disability-specific sector and use it to benefit the broader arts and cultural sector?
- How do our organisations benefit from the Purple pound?
- How do we increase the number of known disability champions?
- How can we support individual disabled people to take up leadership roles?

