



Creating Change

The National Centre for Creative Health (NCCH) is on a journey to create change and shift institutional and structural power imbalances which drive inequity in creative health work. We want to nurture and support the conditions for equity, diversity, inclusion and belonging to be embedded in creative health work and empower others to collaborate to advance change. We know that to create real change we must first reflect on our own structures, so this statement of intent for 'Creating Change' is about our organisation as well as to encourage others.

NCCH acknowledges that there are key challenges including (but not limited to):

- Sense of belonging in our own organisation, and the creative health sector as a whole
- Visible and hidden representation of diversity in our own organisation, throughout our work, and throughout the creative health sector
- Institutional and structural power imbalances which continue to drive inequity in creative health work

NCCH is working towards short-term, intermediate and longer-term actions for change, with these current aims:

- Focus on how NCCH itself and NCCH's strategic influence can build and embed agency and equity.
- Concentrate on how we can be a positive ally in actively using our resources to challenge inequity in creative health work, and to focus on seeking opportunities to listen, collaborate and advance change.

NCCH's current actions for change include (but are not limited too):

- Convening open conversations and dialogue around equity, identity and diversity in creative health, to help bring people together to share knowledge, develop joint initiatives, and advocate for inclusion in creative health.
- Showcasing and offering platforms for organisations and individuals working in the creative health field from global majority backgrounds and under-represented communities to highlight their work, and to inspire inclusive approaches across the sector, such as guest blogs.
- Actively highlighting recruitment opportunities to global majorities and under-represented community networks, for roles within NCCH and the wider sector.
- Offering additional support to those interested in collaborating with our Creating Change agenda who may face barriers to inclusion, to ensure spaces and conversations include small-scale organisations and individual voices.
- Developing an Equity, Diversity, Inclusion and Belonging Action Plan to ensure NCCH has the capacity to support and foster initiatives and active partnerships.

This Creating Change agenda is iterative and we welcome any thoughts and feedback.