

Young Vic

14 April 2021- Anti-Racism Statement

The Young Vic has a reputation for staging world-class productions that champion unheard voices and tell representative stories. But we hold up our hands. The reality is that in our theatre we've made mistakes that have meant Black and Global Majority people experienced hurt. It is not enough for us to be 'not as bad' in a sector that is institutionally racist. We need to change, follow a clear process, and Get. It. Right. We want to be a theatre where our internal culture matches our external reputation, and where everyone feels that they belong.

We are incredibly proud to have joined Sour Lemons in their [Big Squeeze Partnership](#) to do this deep, important labour. This change has begun, and we will only be successful by making sure actions occur to achieve greater racial equity among our staff and artists.

Since the summer of 2020, we have undertaken a period of listening. We have listened, and we have heard. We take this moment to acknowledge and sincerely thank those who shared their experiences, as these testimonies have been the foundation of our plan which will move us towards a culture that is actively anti-racist.

We acknowledge the impact racism has had on our staff in the past. Our work with Sour Lemons is designed to prevent this from happening in the future. We will develop skills and undertake company-wide training to actively dismantle the behaviours and thinking upholding systemic racism.

We are implementing culture change and structures to ensure the work we are doing is effective and permanent and forming cross-organisational Anti-Racism working groups and Accountability groups. We are also setting up a clear process for how we engage with all people working here.

We want to be accountable for the progress we make. In July, following consultation with those most impacted by racism, we will publish an update with our Values and Vision framework.

Most importantly, however, we know the proof of our commitment to this work must be judged in our doing. Through this process with Sour Lemons, we move collectively to becoming the actively anti-racist theatre our staff, artists and audiences rightly expect us to be.