

Culture&

Environment and sustainability statement and action plan

Statement

Culture&'s mission statement is rooted in social justice; there is no sustainable environmental justice without recognising that environmental destruction and systemic oppression are interrelated.

The climate emergency has brought the legacies of colonialism which removed people from their land, orchestrated the harmful extraction of the earth's resources (which now account for half the world's carbon emissions and 80% of biodiversity loss)* and the exploitation of communities through unpaid labour, into sharp relief.

However, environmental precarity disproportionately affects people in the Majority World who bear the burden of exposure to environmental pollution, extreme weather events and food insecurity. Therefore our response to the climate emergency is to work towards climate justice:

- **Nationally:** To highlight the interconnectedness of our world, the shared responsibility for its guardianship and the historic roots of climate injustice
- **Organisationally:** To commit to the Extinction Rebellion target of net Zero by 2030
- **Individually:** To identify and mitigate the ways in which our individual actions contribute to the climate emergency.

* Global Resources Outlook 2019: Natural Resources for The Future We Want. UN International Resource Panel.

Action Plan

Commitment	Actions	Resources	Performance Indicator	Impact	Timeline and responsibility
As individuals: To identify and mitigate individual actions	Monitor individual annual tonnes pollution (CO2 e)	All staff and trustees to install Earth Hero app and set individual targets	This will differ but a target for 2023 can be set on the app and progress measured. As individuals the minimum target is a 10% reduction	The app offers many different actions that individuals can take enabling everyone to monitor and improve their environmental impact.	To be reviewed by the CEO and Trustees in March 2023 Responsibility – the whole organisation
As an organisation to commit to a net 0 carbon target by 2030	Audit our supply chain of goods and services considering the key areas of energy, food and drink, travel and transport	Staff time to review and collate baseline information	Reliable baseline data on our supply chain- Where possible adopt green energy suppliers, (e.g. Green Energy UK, Octopus) source local food, use public transport	The team will be able to make measurable changes to the supply of goods and services to Culture& which will improve the organisations environmental performance	The Board and CEO. Review progress autumn 2022 Encourage review of energy contracts with our landlords on renewal

Commitment	Actions	Resources	Performance Indicator	Impact	Timeline and responsibility
	Join supportive networks to share and learn from best practice	Julies Bicycle Invisible Dust Staff time to attend information/networking sessions	Increased knowledge, understanding and confidence when taking action	Support for the team to develop the knowledge and skills needed to improve our impact	This is the responsibility of all staff
	Monitor our impact	The Creative Green (CG) toolkit	Work towards CG Certification – Julie’s Bicycle resource	By monitoring our CO2 we will be able to set future targets to enable us to reach our net 0 goal.	Oversight by CEO and Trustee responsible for Environmental Responsibility with all staff taking responsibility for these actions
	Highlight org commitment to new staff	Ensure environmental policy is part of induction pack	New staff adopt the actions of the policy	Whole org endeavour to reduce impact	‘onboarding’ team
	The imperative to reuse, reduce, recycle, repair, refurbish to be at the forefront of organisational decisions.	Adopting a circular economy approach (see Ellen MacArthur Foundation EMF) to design wastage out of our systems	Reduced waste, increased use of freecycle,	Harmful extractive processes, a legacy of colonialism and fuelled by modernity, have led to the ‘take	This approach will be reviewed by the Board annually

				make and dispose' linear model of consumption. Utilizing a circular economy approach will help to prevent further damage to the planet	
	In any relocation process consider the viability of relocating to a more environmentally sustainable building as a priority.	Dedicated trustee and SLT time to undertake a feasibility study	Significant Reduction in CO2e	Electing to work in a building where sustainability has been considered reduces C&'s impact	SLT and Board
Nationally To highlight the interconnectedness of our world, the shared responsibility for its guardianship and the historic roots of climate injustice	Artists and partners we work with asked to work in harmony within our environmental policy	Policy information provided to partner organisations as part of the partnership agreement process.	The potential for shared procurement of goods and services with partners and pooling of resources to amplify good	Highlighting the shared responsibility for action between Culture& and their partners and cocurators	Oversight by the CEO with staff involved in partnership contracts taking responsibility for this action.

			environmental decision making.		
	Highlighting the roots of injustice in our public programmes, research partnerships, and thought leadership events.	Budget allocated to develop work	Work is shared on our online platforms	Socially engaged practice is shared with our audiences and inspires change	CEO

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