

A membership programme for people undertaking Equality, Diversity and Inclusion (EDI) work in the arts and cultural sector

Tonic Changemakers

Tonic Changemakers is a community of likeminded people who are committed to driving EDI-related change in the arts and cultural sector. It is also a first of its kind hub of **training, support** and **professional development** opportunities designed specifically for EDI changemakers.

How it works

Tonic Changemakers is a rolling programme delivered through a hybrid of in-person and online sessions, commencing in January 2024. You will sign up for a 12-month period with the option to renew. Attendance at every session is not mandatory, as a member you can choose the sessions that are most suitable for you.

Cost

Your employer will be responsible for paying the annual membership fee. The costs are tiered depending on the size and turnover of your organisation:

- **Tier 1 – micro organisations = £1,250+VAT** (max. annual turnover of £500,000 and no more than 14 members of staff)
- **Tier 2 – small organisations = £2,500 +VAT** (max. annual turnover of £5 million and no more than 49 members of staff)
- **Tier 3 – medium organisations = £3,750+VAT** (max. annual turnover of £10 million and no more than 199 members of staff)
- **Tier 4 – large organisations = £5,250+VAT** (annual turnover above £10 million and more than 200 members of staff)

If you fall between these criteria, please use the turnover to find your organisation's tier (e.g. if you are a small team and have a turnover of £10 million, you would be Tier 3).

All educational institutions will be included in Tier 2 regardless of their turnover (unless it is below £500,000 in which case they will be in Tier 1).

Other costs to you - in addition to membership fees, you will be responsible for organising and paying for any travel and accommodation required to attend in-person events*.

Dates of in-person sessions:

- + A Changemakers Toolkit - **29th January 2024**
- + Building and delivering an EDI Strategy - **12th March 2024**
- + 5 Key Principles of Facilitation - **15th May 2024**
- + Giving your EAP the best chance of success - **3rd July 2024**
- + Dealing with resistance - **23rd September 2024**
- + Managing Change - **12th November 2024**

Annual membership includes training and consultancy **worth a minimum of £12,480 over a 12-month period** through:

- **6 x in person days*** of training - these sessions will take place across the UK with no more than 3 taking place in London
- **2 x online projects** via workshops that provide a deep dive into specific topics
- **12 x 90-minute online group sessions** to share ideas and work through challenges

In addition, you will have access to:

- **3 x in person** gatherings, including a Christmas social
- **Buddy system** that allows you to connect with others across the sector doing similar work
- **Access to Tonic Connects**, our year-round programme of EDI-focused training sessions and learning events
- **12 x monthly mailshots** that highlight resources, opportunities and news

***in-person sessions and gatherings will both coincide and be held in locations well served by public transport and scheduled to reduce the need for overnight stays**

Find out more at www.tonictheatre.co.uk/supporting-changemakers

Frequently Asked Questions

How long will the in-person training days be?

The in-person sessions will run from 10.30am to 4.30pm to allow time for travel both in the morning and after the sessions.

Do you know when the other sessions (online sessions, or in-person gatherings) will be happening?

These will be spread out throughout the year and will take place on different days of the week and at different times so that even if you can't make one, you should be able to make another.

Where possible, we will coincide in-person gatherings with in-person training days to avoid extra travel costs for you.

Do I need to attend everything?

No, we know you're busy and are not expecting members to attend everything that's on offer. Instead, you are free to pick the aspects of the programme that are most relevant to you. There's no minimum attendance; you're free to join for as much or as little as feels helpful to you.

Does my organisation have to pay my membership fee for the whole year up front?

Although we'd appreciate that, we are happy to accept payment in instalments if it helps make Tonic Changemakers more accessible for your organisation.

Can I send colleagues in my place?

While this is a programme for individuals, we do understand that there may be instances where you will need to send a colleague in your place.

Is there flexibility in how the membership works? For instance, could two people in our organisation share the membership between them?

We understand that staff teams come in all shapes and sizes. Please get in touch with us to discuss how we could make Tonic Changemakers work for you.

Can more than one person from our organisation be a member? Is there a discount for additional members?

Yes, and we'd be happy to discuss a discounted rate should you want more than one membership.

Can I bring colleagues with me to sessions?

We'd be happy to discuss your organisation purchasing additional places for specific sessions (capacity permitting).

Will I need to prepare anything for the sessions?

For the in-person training days, you won't need to bring anything but yourself and perhaps a notebook and pen as you dip in and out of these across the year.

For the online projects, there might be homework in between sessions to allow a chance to try out ideas and implement change in between sessions.

Can our organisation talk publicly about taking part in Tonic Changemakers?

Of course! We'd love you to shout about it. We can provide your organisation with a logo for your website and an email signature graphic for you as a member. We also hope that your participation in Tonic Changemakers is something you'll let your colleagues know about and we can provide you with digital collateral to use for internal purposes.

To request membership, ask questions, or arrange a time to speak with a member of the Tonic team about Tonic Changemakers, please contact Charlotte de Paeztron at charlotte@tonictheatre.co.uk