

Tonic Changemakers

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



Are you the person responsible for driving Equality, Diversity and Inclusion (EDI) in an arts organisation?

Whether this is a formal part of your role or something you've put yourself forward for because of personal investment in the topic, you're likely to understand that the work is important and feel how rewarding it can be. But you may also know that it can be lonely, that it often requires a lot of you, and that operating without a roadmap is the norm. Tonic knows this too, so we have created a new programme to support you and others like you.

Tonic Changemakers is a community of likeminded people who are committed to driving EDI-related change in the arts and cultural sector. It has been created so that you can share ideas, spark off one another and have companions on the journey.

It is also a first-of-its-kind hub of training, support and professional development opportunities designed specifically for EDI changemakers. All of it is based on the insights from Tonic's 10+ years of ground-breaking work with hundreds of arts organisations, supporting them to achieve tangible, long-lasting EDI-related change.

Specifically focused on supporting YOU as the person driving change in your organisation, Tonic Changemakers is designed to:

- Increase support, training and professional development opportunities for people who are committed to doing EDI work within the arts
- Give your work the resourcing and recognition it deserves
- Ensure your organisation stands the best chance of achieving its EDI aspirations (by giving you, the person who is pivotal to making that change happen, the confidence, community and structure you need)

How it works:

- The programme takes place on a rolling basis and 12 month membership can begin from any point in the year.
- It's up to you which bits of the programme you choose to participate in so you can fit it around your existing schedule and focus on what's most relevant to you
- Some of the programme is in-person and some of it is online. All of it is created with the nuances and realities of the arts and cultural sector in mind.

"What's great about Tonic is that it's not superficial. The work it's doing is subtle, nuanced and in depth and that's what I really appreciate about Tonic."

INDHU RUBASINGHAM, DIRECTOR & JOINT CHIEF EXECUTIVE, NATIONAL THEATRE



Menopause: The Change In the Industry, 2023

What's included

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

- **In-person* days of training for changemakers.** Skilling you up to manage your journey and tackle this work strategically, confidently and creatively
- **Online projects** via themed workshops that provide a deep dive into specific topics and allow you to work on change in real time over a series of months
- **Online group collaboration sessions.** Spaces to share ideas, work through challenges and hear what's working in other organisations

In addition, you will have access to:

- **In-person* gatherings** so you can meet with your counterparts from other organisations.
- **Buddy system** so you can connect with others across the sector doing work similar to you and feel less alone
- **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*



Membership Fees

Your employer will be responsible for paying for your membership of Tonic Changemakers. The costs for 12-month membership are tiered depending on the size and turnover of your organisation:

Tier 1 - micro organisations

You have a maximum annual turnover of £500,000 **and** no more than 14 members of staff = **£1,250+VAT**

Tier 2 - small organisations

You have a maximum annual turnover of £5 million **and** no more than 49 members of staff = **£2,500 +VAT**

Tier 3 - medium and large organisations

You have an annual turnover of over £5 million **and** more than 50 members of staff = **£3,750+VAT**

If you fall between the criteria of organisational size and turnover, please use the turnover to find your 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).

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

We are keen to ensure that the programme is accessible for everyone so if you would find it useful to discuss costings and payment options in more detail please don't hesitate to get in touch.

Alongside a **rolling programme of gatherings, projects and group collaboration sessions** (delivered through a **mix of online and in-person sessions**), your membership will include access to the following in-person training for Tonic Changemakers throughout 2024-2025:

**Building and Delivering an EDI Strategy
Tuesday 12th March 2024**

Delivering a coherent EDI strategy as an individual within an organisation can feel overwhelming. In this session we will zoom out to take a look at the big picture. We'll explore how your EDI work can align with your organisation's broader goals, what you need to be aware of in relation to timing and priorities, and how you can communicate your plans clearly and compellingly.

**The 5 Key Principles of Facilitation
Wednesday 15th May 2024**

Facilitating conversations around EDI can be challenging; you need sensitivity, tact and tenacity. In this practical workshop, we will take time to consider what your role as a facilitator is and explore Tonic's 5 key principles of facilitation. It will also include tips on meeting planning to enable you to maximise the value of the time you have in sessions and meetings with colleagues.

**Creating Successful Equality Action Plans
Wednesday 3rd July 2024**

An Equality Action Plan should be so much more than something that gathers dust in a shared folder. This workshop will give you the tools, templates and building blocks to make your Equality Action Plan a dynamic document which celebrates success, monitors progress, and truly reports on everything you are achieving as a changemaker.

**Dealing with Resistance
Monday 23rd September 2024**

Everyone is at a different point on their journey towards a more equitable sector. This workshop will make space to explore reasons for resistance to change and provide you with practical tips for bringing colleagues with you. We'll focus on the psychology of resistance, communication approaches you can use, and ways to build productive interpersonal dynamics.

**Managing Change
Tuesday 12th November 2024**

We'll examine principles underpinning processes of change and explore strategies for effectively managing it. There will be opportunities to apply tools and techniques from the world of Organisational Change and consider how change-management methodologies developed in business can be applied to the arts and to your own workplace.

**Session 1 for January 2025
COMING SOON (exact date TBC)**

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?

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 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.

When will the sessions be happening?

Dates for in-person training sessions in 2024 are on the previous page. Other sessions (online sessions and in-person gatherings) 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.

Where will the in-person training days be?

The in-person sessions will take place across the UK with no more than 3 taking place in London.

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.

We are currently accepting sign ups for Tonic Changemakers.

If you'd like to have a conversation about whether Tonic Changemakers is right for you, or would like your employer to have the chance to find out more, please contact Charlotte de Paeztron, charlotte@tonictheatre.co.uk to arrange a time for an informal chat with one of our team.

Please also contact us if you'd like to discuss the financial implications for your organisation or the option to pay membership fees in instalments.

Tonic Changemakers is a new initiative for Tonic. Initially we are aiming it at people based within organisations. However, it may be that in future we are able to open it up to freelancers too. If you are a freelancer and would like to be kept informed regarding this, please contact charlotte@tonictheatre.co.uk

About Tonic

For over a decade, Tonic has been at the forefront of driving change within arts and culture, making the sector more equitable, diverse and inclusive.

We devise and lead innovative and impactful change projects which get to the root of existing inequalities and make long-lasting and wide-spread change. Through our extensive training programme and one-to-one support for arts organisations, we are able to galvanise real change.

“Tonic’s expertise, care and structured way of working creates a safe space for us to reflect and better understand ourselves and situations, always resulting in clear actions that drive change and achieve the impact we want to make.”

**KATE WYATT, CREATIVE PRODUCER
ROYAL OPERA HOUSE**

