**Ethnic minority presence and representation in the cultural industry**

**Interview guide 2 – Member/ Senior Member of staff**

*Questions regarding institutional strategy to engaging with ethnic minorities*

1. Where do you currently work? What is your role?
2. How long have you been in your current position?
3. What are your major responsibilities at your present job?
4. What do you think of the cultural sector? Is it an inclusive or exclusive sector when it comes to ethnic minorities?
5. Can you supply us with the number of employees from ethnic minority backgrounds; the duration and seniority of their roles?
6. Are you aware of Equality and Diversity Policies at your institutions? How do you think it is being implemented?
7. Are you aware of policy X? Could you tell me a bit about how it came to be introduced? Do you think it has produced change in the organisation?
8. What are the barriers to the policy X being effective? Has there been resistance to this policy being introduced?
9. Are there any targets, set as part of the institution’s strategy, to recruit more ethnic minorities? If so, are these targets enforceable?
10. Do you have a strategy to develop/attract BAME talent?
11. Is there a set budget, or Arts Council caveat/provision for funding, that caters specifically to translating diversity policies into actionable results?
12. How is the contribution of ethnic minorities recognised in the institution? Are there any awards, critical acclaim, media coverage, etc.?
13. What is the institution’s strategy to attract and engage with ethnic minority audiences and communities?
14. Do you think that your institution is doing enough to engage with and represent ethnic minorities?
15. What do you think of the concept of quota for ethnic minority staff in institutions, and would you support/encourage its introduction within your organisation?

*Questions regarding representation in the cultural sector*

1. In your opinion, what is the impact of cultural representations on society?
2. Do you think that the current cultural industry represent British society as a whole?
3. How do you see the current cultural representation of ethnic minorities?
4. What role does your institution play in shaping/informing the British cultural scene?
5. How are ethnic minorities represented in your institutional content production?
6. What value does having diverse cultural agents/actors/producers/audiences add to the organisation?