



Equality Impact Assessment Template

Before carrying out EqIA, you should familiarise yourself with the University's EqIA Policy Statement and Guidance and Checklist Notes, and undertake our online training on Equality and Diversity and EqIA. These, along with further information and resources, are available at www.ed.ac.uk/schools-departments/equality-diversity/impact-assessment

EqIA covers policies, provisions, criteria, functions, practices and activities, including decisions and the delivery of services, but will be referred to as 'policy/practice' hereinafter.

<p>A. Policy/Practice (name or brief description): Presentation of artworks by Israeli artist Nira Pereg, <i>ABRAHAM ABRAHAM SARAH SARAH</i> and <i>ISHMAEL</i> at Talbot Rice Gallery 29 October 2022 – 18 Feb 2023</p>
<p>B. Reason for Equality Impact Assessment (Mark yes against the applicable reason):</p> <ul style="list-style-type: none">• Proposed new policy/practice• Proposed change to an existing policy/practice• Undertaking a review of an existing policy/practice• Other (please state): <p>In preparation of the presentation of Nira Pereg's work which is filmed in the religious contentious site of Cave of the Patriarchs / al-Haram al-Ibrahimi in Hebron, Occupied Palestine.</p>
<p>C. Person responsible for the policy area or practice:</p> <p>Name: Melissa MacRobert</p> <p>Job title: Exhibitions Manager</p> <p>School/service/unit: Talbot Rice Gallery, ECA, CAHSS</p>
<p>D. An Impact Assessment should be carried out if any of the following apply to the policy/practice, if it:</p> <ul style="list-style-type: none">• affects primary or high level functions of the University• is relevant to the promotion of equality (in terms of the Public Sector Equality Duty 'needs' as set out in the Policy and Guidance)?• It is one which interested parties could reasonably expect the University to have carried out an EqIA? YES
<p>E. Equality Groups</p> <p>To which equality groups is the policy/practice relevant and why? (add notes against the following applicable equality group/s)</p> <ul style="list-style-type: none">• Age

- Disability: Visual and hearing impaired visitors
- race (including ethnicity and nationality): Israelis and Palestinians
- religion or belief: Islam and Judaism and their related faiths
- sex
- sexual orientation
- gender reassignment
- pregnancy and maternity
- marriage or civil partnership¹

Add notes against the following applicable statements:

- On any available information about the needs of relevant equality groups:

The four different groups which we believe may be most relevant to this work (faiths related to Islam and Judaism, Israelis and Palestinians – which may overlap) may have different perspectives on the current usage of the site that the artist is documenting in their artwork. Their perspectives need to be understood and considered in order to mitigate against any unintentional offence. Also, as the University has adopted the IHRA definition of antisemitism with its attendant clauses, and the All Party Parliamentary Group on British Muslims definition of Islamophobia – to ensure that the artwork or any published interpretation produced by TRG does not present a violation of these.

For every exhibition, TRG considers access needs, particularly in relation to visual and hearing-impaired groups, and these will be addressed in line with consistent practices across the gallery i.e. provision of subtitles / written and audio transcripts for video artworks.

- Any gaps in evidence/insufficient information to properly assess the policy, and how this be will be addressed:

No. The final interpretative text might not fulfil all of the different protected groups' wishes for how the city of Hebron is contextualised with respect to the ongoing conflict between Palestine and Israel, but after assessing the text, making changes and consulting with a number of academics across the University, including a senior lecturer in International Relations, a senior lecturer in Jewish Studies and a senior lecturer in Public International Law, we believe it is unlikely either to cause offence or to communicate contested information.

- If application of this policy/practice leads to discrimination (direct or indirect), harassment, victimisation, less favourable treatment for particular equality groups:
No
- If the policy/practice contributes to advancing equality of opportunity²
- If there is an opportunity in applying this policy/practice to foster good relations:

The artist has created as an artwork “that reveals and questions behavioural patterns in places of political, religious, ideological, and ethical significance”. Their intention is to “bring[s] forth a reality that is far from the general public’s awareness”, namely, the 10 days of a year in which “each religion gains access to the whole cave for its sole use”. In the second artwork, Pereg documents the journey of a Muezzin, escorted by

¹ Note: only the duty to eliminate discrimination applies to marriage and civil partnership. There is no need to have regard to advancing equality or opportunity or fostering good relations in this respect.

² This question does not apply to the protected characteristic of marriage or civil partnership

IDF soldiers, as he makes his way from the mosque through the synagogue and back again, for each of the daily calls to prayer. Rather than neutral artworks, they have been described by a Jewish academic as “open to many different interpretations”. The gallery has taken considerable care and reached out to wide variety of academics, university colleagues and members of the protected groups to make sure that the interpretative text is fair, correct, and free from prejudice. University CAM and Corporate Relations wrote of the text, that it is “carefully written and is presented with calm objectivity.”

- If the policy/practice create any barriers for any other groups?
No, the artwork will not create barriers. It is possible that some members of the protected groups will want there to be more information and context, but in achieving equity and the wishes of the artist to retain the ‘interpretative’ tone of the artwork, the gallery has minimised the description of wider Israeli/Palestinian relations within the context of Hebron.

- How the communication of the policy/practice is made accessible to all groups, if relevant?

The gallery is widely accessible to the public, with approximately 8,000 visitors anticipated, and many more will engage online by reading the exhibition guides on the gallery website and by following through social media.

- How equality groups or communities are involved in the development, review and/or monitoring of the policy or practice?

The gallery has consulted with members of the religious groups we have identified as being most relevant to this piece, and academics with a specialist knowledge of the geopolitical context. The gallery has consulted with colleagues possessing expertise in the area – including a senior lecturer in International Relations, a senior lecturer in Jewish Studies, a senior lecturer in Public International Law, Principal of ECA, and University CAM, University Corporate Relations and University Legal.

- Any potential or actual impact of applying the policy or practice, with regard to the need to eliminate discrimination, advance equality and promote good relations:

There will be a need to be ready to address complaints that the artwork text doesn’t go far enough in describing the context of Israeli occupation, which is in preparation, but not a negative impact against a member of a protected characteristic group.

F. Equality Impact Assessment Outcome

Select one of the four options below to indicate how the development/review of the policy/practice will be progressed and state the rationale for the decision

Option 1: No change required – the assessment is that the policy/practice is/will be robust.

Option 2: Adjust the policy or practice – this involves taking steps to remove any barriers, to better advance equality and/or to foster good relations.

Option 3: Continue the policy or practice despite the potential for adverse impact, and which can be mitigated/or justified

Option 4: Stop the policy or practice as there are adverse effects cannot be prevented/mitigated/or justified.

G. Action and Monitoring

1. Specify the actions required for implementing findings of this EqIA and how the policy or practice will be monitored in relation to its equality impact (or note where this is specified above).

The artwork reception and the reaction to the text will be carefully monitored from the day the exhibition is open. Any concerns raised by the public will be reported to the Exhibition Manager and Director at the end of the day, and any adjustments or further mitigations would be considered immediately. Gallery attendants (volunteers) and all TRG staff will be given training about how to deal with questions relating to the context of Hebron, how to avoid offering personal takes on the work, alongside the considerations within this EqIA. They will also be equipped with simple, descriptive explanations (that will be tested through group role-play during training) and feedback forms.

2. When will the policy/practice next be reviewed?

Following the conclusion of the exhibition, an evaluation report will be produced that details the initial survey, assessment, analysis, mitigation and consultation that went on before the text was finalised, including the areas that the gallery and artist have learned from during the process. This report will include media narrative and social media response, as well as reflections from the artist and academic community who have supported us in the preparation of the exhibition. This report will be presented to the ECA EDI committee.

H. Publication of EqIA

Can this EqIA be published in full, now? **Yes/No**

If No – please specify when it may be published or indicate restrictions that apply:

I. Sign-off

EqIA undertaken by (name(s) and job title(s)): Melissa MacRobert (Exhibitions Manager) and Tessa Giblin (Director), both of Talbot Rice Gallery

Accepted by (name):

[This will normally be the person responsible for the policy/practice named above. If not, specify job-title/role.]

Date:

Retain a copy of this form for your own records and send a copy to equalitydiversity@ed.ac.uk