

We want to do more to eliminate racism and drive greater equality, diversity and inclusion in heritage

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[Equality, diversity and inclusion](#)

The National Lottery Heritage Fund is launching a wide-ranging review of its approach to diversity and inclusion.

Chief Executive, Ros Kerslake, said the powerful protests happening across the world, including the UK, calling for a re-examination and a redress of racial inequality has led her to reflect on The Fund's efforts and accelerate change.

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The National Lottery Heritage Fund Chief Executive Ros Kerslake

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"Inclusion has been a focus for the organisation for many years and in 2019 we adopted a [mandatory inclusion outcome](#) for our grants and an updated [Workforce Equality Statement](#). These are steps in the right direction, but I believe that we need to do much more.”

Launching a taskforce

As part of the review, we will be consulting widely – both internally and externally – and will listen and act on what we learn.



Maria Adebawale-Schwarte

[Maria Adebawale-Schwarte](#) will chair a taskforce to oversee the review. Maria has been a trustee at The Fund since 2018. She brings 25 years of experience working across the heritage, environment and grant-making sectors, with a focus on inclusive place and urban renewal strategy.

Maria said: "Like Ros, I have been deeply affected by the events unfolding around the world following the death of George Floyd. It has given a lot of individuals and organisations pause for thought about whether they are part of the problem and more importantly, whether they want to be part of the solution."

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Maria Adebawale-Schwarte

"I welcome The Fund's decision to implement this review and take decisive action to drive a greater integration of equality, diversity and inclusion, both within the organisation and as a funder."

The taskforce will report to the Board of Trustees.

Creating a more equitable society

Ros said: “Heritage with inclusion at its heart is incredibly powerful in bringing people together and creating a more equitable society for all.”

“I am proud of the difference we’ve already been able to make – from investing [£4m to establish the Black Cultural Archives](#), preserving stories from [the Windrush generation](#) and people's experiences of the [decriminalisation of homosexuality in Northern Ireland](#), to funding heritage projects that help people [overcome isolation](#) and [improve their mental health](#) – but I am determined that we will do more.

“This review is a commitment to building an environment that is free from racism and inequality.”

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[**After Windrush - telling stories of struggle and celebration**](#)

[Outside view of Black Cultural Archives building in Brixton](#)

[**Black Cultural Archives opens to the public**](#)