

Residencies:

In 'normal times' 75% of Gasworks' international residencies are offered to artists from the Global South in acknowledgement of the severely reduced opportunities for international exchange for artists in these areas of the world. As a result of the pandemic, travel was banned or severely restricted in 2020-21 so international residencies were drastically cut. Instead, residency studios were offered free-of-charge to London-based artists without studios. 10 artists benefited from the studios representing a diversity of media, background, gender, sexuality, ability and race. Since May 2021 our international residencies have restarted and we have hosted artists from UK (outside London), Spain, Nigeria, New Zealand and Brazil.

Exhibitions:

Exhibitions were also paused during the pandemic, however we delivered a significant online screening programme both from Gasworks' archive and in collaboration with international partners. Examples include a series of specially commissioned videos produced by five Singapore-based artists, developed in partnership with The Institutum, Singapore.

A podcast series produced by the Alternative School of Economics, focusing on women's labour, featured conversations between women-led groups, archives, campaign groups, academics and individuals identifying as women actively involved in feminist economic projects.

Since reopening to the public, Gasworks has continued its exhibitions programme featuring themes such as colonial history, gender, sexuality, race and politics as well as mental health; through video, sculpture, tapestry, installation, and drawing. Exhibiting artists' background included Latin America, North Africa (based in the UK), Native American and Caribbean/African American. A re-organising of the schedule as a result of the pandemic, meant that only one exhibiting artist was a woman. This is not how Gasworks generally programmes its activities and our forthcoming programme will go back to present a more balanced approach to diversity.

Participation:

In 2020 the Alternative School of Economics (Ruth Beale and Amy Feneck) delivered a series of community projects in Lambeth, specifically collaborating with 40+ Latin American parents and migrant women to produce a podcast discussing financial inequality, feminism, intersectionality, exploitation, unpaid work, care, unionisation and reproductive labour. The resulting podcast [True Currency](#) is permanently accessible on Gasworks' website.

In April 2021 Gasworks commissioned [Innerswell](#), a project by artists Laima Leyton and Lexy Morvaridi to work in partnership with migrant, refugee and other local groups in Lambeth, exploring to sonically document their own importance as assets to the community, and their political value as places of agency and empowerment.

Studio Artists:

Gasworks continues to provide 9 subsidised studios for [London-based artists](#). 50% of our London based studio artists are female, 30% identify as non-binary and 60% are from Black and Asian backgrounds. To support our London-based studio artists during the COVID-19 pandemic we have provided all of them a 50% rent discount from March 2020 to September 2021.

Triangle Network:

Gasworks is part of a Network of international artists and organisations, working together to deliver joint projects. During 2020-21 Stuart Middleton was hosted by URRRA in Argentina and Belinda Zawi by Triangle Marseilles, in France. Triangle also launched curatorial research and artist residencies with partner organisations in Johannesburg, Lagos and Nairobi. In 2021 Triangle also launched Triangle TV channel on YouTube, to connect with the work of artists and arts organisations around the world. Our broadcasts and growing events archive profile the amazing breadth and diversity of the organisations, artists and collaborators of the Triangle Network.

Structure and staffing:

The organisation regularly revises and measures itself against the objectives of the Equality Action Plan. We are a committed equal opportunity employer, something that is reflected both in our staff and management (Board), as well as in the composition of our studio holders and all aspects of our programming.

Our workforce 2020-21

Male	38%
Female	44%
Non-binary	13%
Prefer not to say	6%

Identify as a deaf or disabled person, or have a long term health condition	6 %
Non-Disabled staff	88%
Prefer not to say	6%

White British	19%
Any other White background	44%
White & Asian	6%
Any other Mixed background	6%
Any other Asian background	6%
Black Caribbean	6%
Latin American	6%
Prefer not to say	6%

[Gasworks workforce](#) is currently 56% LGBTQ+

Our Board is 56% female. 44% identify as Black and Asian, and 11% LGBTQ and 11% identify as deaf or disabled.

We have established the Connecting Communities Evaluation and Advisory Board that includes 4 members of a local African LGBTQ+ organisation as well as educators from peer organisations. We are developing a new participation model where members of the community have a voice within Gasworks. As part of this work, we have also established a Knowledge and Learning Fund to ensure fair pay regardless of background. We met with Refugee Action Aid to help us work out a fund for participants that attend advisory board

meetings as currently the Home Office does not allow us to pay those who are seeking asylum. We have also put in place a flat rate expenses policy of £15 for travel and food expenses.

Gasworks is a London Living Wage employer and since 2015 it has participated in Artquest's Widening Participation internship programme, which offers new graduates from UAL who are the first in their family to attend a higher education institution, high quality paid internships within the arts.

Finances

During 2020/21 Gasworks spent £270,108 in staff costs including NI and pension costs, and £381,236 in artists fees, production and commissioning of work. £88,725 was spent on building costs and marketing. Our annual accounts are made public through the charity commission and companies house.