

Kerry Lemon

JUSTICE, EQUITY, DIVERSITY AND INCLUSION COMMITMENT

Kerry Lemon Ltd

The company assigns accountability for this JEDI commitment to Kerry Lemon. It has been written and approved by the sole Director Kerry Lemon.

Kerry Lemon Ltd is committed to advancing Justice, Equity, Diversity and Inclusion across all aspects of its work. As a single-director limited company led by Kerry Lemon, this statement is formally approved by the Director and constitutes a binding commitment across company governance, operations, customer engagement and community practice.

I recognise that structural inequality shapes access to cultural production, environmental space and creative opportunity. As an artist working in public space and ecological contexts, I understand that inclusion must be intentional, measurable and materially embedded within decision-making processes. Justice, Equity, Diversity and Inclusion are therefore integrated into how I design, commission, mentor, procure and deliver work.

ACROSS COMPANY OPERATIONS

I commit to maintaining a working environment free from discrimination, harassment and exclusion. I uphold fair pay principles, transparent decision-making and ethical employment practices. Where I engage collaborators, assistants or contractors, I ensure remuneration is equitable and clearly agreed in advance.

I will continue to provide structured mentorship to womxn and underrepresented practitioners within the arts sector, tracking hours and impact as part of my social KPIs. I will also undertake regular review of my policies to ensure they reflect current best practice in anti-discrimination and inclusive governance.

Supplier relationships form part of this commitment. I conduct due diligence not only on environmental performance but also on ethical employment practices and alignment with inclusive values. Procurement decisions are made with consideration of fairness, accessibility and social impact.

ACROSS CUSTOMERS AND COMMISSIONERS

I commit to working with commissioners, clients and partners in ways that promote equity and access. My commissioning processes embed inclusive consultation, ensuring that community voices materially inform design outcomes rather than serving as symbolic engagement.

I aim to remove economic, physical and informational barriers to participation wherever possible. Public engagement elements within my projects are designed to be accessible, intergenerational and respectful of diverse forms of knowledge, including lived experience and local memory.

I will implement and review accessibility measures within all public-facing projects and document these processes transparently.

ACROSS COMMUNITY AND PUBLIC ENGAGEMENT

My work operates in shared civic and ecological spaces. I therefore commit to centering those historically excluded from cultural decision-making. This includes young people, womxn and underrepresented communities whose voices are often marginalised within public art and environmental discourse.

Community consultation is embedded within my design methodology. I document how participation influences final outcomes and ensure that contributors are acknowledged with care and integrity.

I also commit to publishing periodic summaries of my Justice, Equity, Diversity and Inclusion actions alongside environmental KPIs, ensuring public transparency and accountability.

ONGOING ACCOUNTABILITY

This commitment applies across all current and future company policies and practices. It is reviewed annually and updated as required to reflect learning, sector standards and lived experience.

Justice, Equity, Diversity and Inclusion are not treated as symbolic declarations but as structural responsibilities. Through governance, procurement, mentoring and public engagement, I commit to advancing equitable access to ecological artmaking

and cultural participation, ensuring that my practice contributes to a more inclusive and just creative landscape.