

# draíocht

## **Draíocht's Equality, Diversity and Inclusion Policy/Strategy/Action Plan**

Located in the heart of Dublin 15, Draíocht is an arts centre steadfastly committed to serving its local community and influencing arts practice far beyond. Its development was instigated by a passionate cohort of people from within this unique community, with its rich tradition of drama and musical theatre and fast-growing young and culturally diverse population. Draíocht engages with people of all ages as audience members, as participants in a wide range of programmes and in the creation of their work. With an eclectic but high-quality programme that includes performance, visual arts and music from both up-and-coming and established artists, we now welcome over 50,000 people of all ages, stages, interests and abilities a year.

Our belief in the transformative power of the arts means that we place a lot of emphasis on encouraging and enabling the participation of those who may not have had prior opportunities to see or experience the arts. A key area of focus is children and young people, as we seek to respond to and engage our community's distinctively young demographic. Our unique Children's Charter sets out our promise to the children and young people we serve.

Our vision is of an Ireland where everyone has the opportunity to enjoy and be enriched by the arts and therefore we are committed to promoting the values of equality, diversity, and inclusion and integrating them into our structures, actions and culture and we are committed to creating a space where the broadest audience enjoys the arts.

We are fully committed to our legal obligations under the Equality Acts (1998-2015), the Equal Status Acts (2000-2018) and Section 42 of the Irish Human Rights and Equality Act 2014 (Public Sector Equality and Human Rights Duty). In line with the Arts Council's Equality, Human Rights & Diversity (EHRD) Policy and Strategy, we commit to positive policy measures to promote equality of opportunity, access and outcomes for all those living in Ireland regardless of their gender, sexual orientation, civil or family status, religion, age, disability, race or membership of the Traveller Community. In accordance with the Arts Council's EHRD Policy and Strategy, we also note the ground of socio-economic status as a further basis for which equality of opportunity, access and outcomes must be guaranteed.

As part of our commitment, we have engaged with our board of directors, steering committee and with local artists in a series of consultations aimed at developing our EDI strategy and action plan. Through this consultation process, we have been able to dive deeper into the challenges preventing artists and audiences from accessing our programmes and resources, and we have been able to listen to the artists' views on what we should prioritise in order to become a more inclusive and equitable organisation. Artists involved in the consultation live and/or work in Dublin 15 and Fingal and are representative of the demographic of the area. Artists were also selected to have a representation of different art forms and career stages.

The key recurring themes in the artists' consultations are summarised below:

- All language used and all communications need to be inclusive and show commitment to widening the participation of artists and audiences
- Artists who are new in the country or to the local arts scene would welcome planned and continued networking and opportunities to learn to navigate the complexities of a new system
- Funding and other opportunities can represent a valuable source of income and recognition and it is important to acknowledge and remove the barriers to accessing funding
- Artists don't want to be included, hired or commissioned because they belong to a protected category, but they want to be valued for their skills and expertise and the quality of their work
- Artists from minority backgrounds and under-represented groups want to be considered equal to artists from the majority and the realisation that this cannot happen without the implementation of some positive action measures

Draíocht's EDI Policy is a living document and we want it to be responsive to the needs of our community and all our stakeholders. For this reason, each year we will review and discuss our progress with the goal of improving our practice and keeping our actions strategically relevant.

Our first strategic goal is to build capacity in order to deliver Draíocht's EDI Strategy. The actions associated with this goal include a more equitable approach to board and staff recruitment and an ongoing commitment to being up to date with the latest equality legislation.

Our second strategic goal is to remove barriers to participation so that everyone in Dublin 15 feels that they can explore and express their creativity. While we strive to be a place of welcome and we place an emphasis on strong and meaningful partnerships, we intend to further commit to identifying and addressing the barriers that prevent people in Dublin 15 from participating. Through robust data collection, we will be able to map our audiences, our programme participants and our artists and investigate the nature of the barriers that prevent our local communities from taking part in our work. We will use this data to inform our approach to reaching people who face barriers to participation.

Our third strategic goal is to attract and support artists who may face exclusion because of their gender, sexual orientation, civil or family status, religion, age, disability, race, membership of the Traveller Community or socio-economic status.

Our action plan sets out a series of measurable actions that are time-bound and incorporates an evaluation of the outcomes for each objective. This will allow us to measure progress and to clearly communicate our commitment and our outcomes.

Last updated: 16 September 2024

## Draíocht's Diversity and Inclusion Action Plan

<b>Strategic Goal 1: To build capacity to deliver Draíocht's EDI Strategy</b>				
	<b>Actions, Year 1, 2023</b>	<b>Actions, Year 2, 2024</b>	<b>Actions, Year 3, 2024</b>	<b>Lead</b>
<b>Objective 1: Employ a dedicated staff member to advance and implement our strategy in relation to equality, diversity and inclusion matters</b>	Plan for the recruitment of a part-time EDI officer, who will be a dedicated staff member whose focus will be to deliver the EDI priorities	Ensure that systems are in place to sustain and develop the EDI role within the organisation	Ensure that systems are in place to sustain and develop the EDI role within the organisation	Director/ Board
<b>Objective 2: Enhance processes for participation in governance by a wider range of trustees</b>	<p>The Board of directors will audit board skills and gaps related to EDI</p> <p>The Board of directors will discuss procedures for transparent board appointments</p> <p>The Board of directors will ensure that members will actively offer support in reaching more diversity in future appointments</p> <p>The Board of Directors will review procedures for new trustees to join the board to ensure they are fair and equitable</p>	The Board of directors will prepare a document outlining procedures for new trustees to access the board appointments; for future openings, the board will discuss ways to communicate information about this opportunity to reach more people and aim to include trustees from under-represented groups.	Board will report on the outcomes of these actions	Chair of the Board/ Board/ Director
<b>Objective 3: Eliminate discrimination in the workplace</b>	Staff Handbook will be updated with the latest legislation and best practice	Staff Handbook will be updated with the latest legislation and best practice	Staff Handbook will be updated with the latest legislation and best practice	Director/ General Manager
	Performers and all freelancers will be made aware of policies on EDI	EDI training/awareness materials will be provided to artists, contractors and volunteers	Director will report on the outcomes of these actions	Director/ General Manager/ All staff responsible for programme
<b>Objective 4: Establish a process to support the achievement of the equality, diversity and inclusion objectives.</b>	<p>We will examine language around the advertisement of opportunities</p> <p>We will ensure all staff are aware of the policy and its changes over time</p> <p>We will share information on EDI training options available to staff, such as NALA training on Plain Language</p>	Introduce a data collection method to measure changes in the demographics of audiences, participants and artists supported in one or more programmes	Ensure that the new strategy embeds EDI values across all priorities.	Director/ Marketing Manager

**Strategic Goal 2: To remove barriers to participation so that everyone in Dublin 15 feels that they can explore and express their creativity**

	<b>Actions, Year 1, 2023</b>	<b>Actions, Year 2, 2024</b>	<b>Actions, Year 3, 2024</b>	<b>Lead</b>
<b>Objective 1: Ensure that no one in the community is excluded from participating in our programmes</b>	<p>Further develop programmes for neuro-diverse children and young people including Create Dance and parts of the Toddler Takeover.</p> <p>Develop additional programmes to target specific groups and/or seek ways to ensure inclusion</p> <p>Carry out data collection to understand the demographics of participants and audiences</p> <p>Identify barriers to the participation of people from Dublin 15</p> <p>Ensure the language on the website and brochures is inclusive and understandable</p>	<p>Consult with artists from under-represented groups and with Board to enhance communication and programming to reach more community members</p> <p>Implement changes to the programme to adapt to different needs and interests</p> <p>Investigate Web Accessibility tools with the view of creating an accessible website</p>	<p>Consult with artists from under-represented groups and with Board to enhance communication and programming to reach more community members</p> <p>Implement changes to programme to adapt to different needs and interests</p>	Director/ Programme Staff
<b>Objective 2: Establish and improve mechanisms to measure the diversification of the audience base</b>	<p>Director will programme for more diverse audiences</p> <p>Work in partnership with community organisations and professional organisations to ensure a wider reach</p>	<p>Proactively seek opportunities to programme for diverse audiences and interests</p>	<p>Proactively seek opportunities to programme for diverse audiences and interests</p> <p>Evaluate the outcomes of these objectives</p>	

**Strategic Goal 3: To attract and support artists who may face exclusion because of their gender, sexual orientation, civil or family status, religion, age, disability, race, membership of the Traveller Community or socio-economic status.**

	<b>Actions, Year 1, 2023</b>	<b>Actions, Year 2, 2024</b>	<b>Actions, Year 3, 2024</b>	<b>Lead</b>
<b>Objective 1: Diversify the range of artists we engage with in our artistic programme to include artists from under-represented groups</b>	<p>We will review and amend language and communication around artists' supports and opportunities to show commitment to EDI</p> <p>We will consult with artists from under-represented groups to improve communication of opportunities</p>	<p>We will consult with artists from under-represented groups to feed into the improvement of Draíocht's supports and programmes</p>	<p>We will report on the outcomes of these actions</p>	Marketing Staff/ Director
<b>Objective 2: Expand participation in developmental opportunities for artists of under-represented groups</b>	<p>Offer residencies to artists from under-represented groups</p> <p>Offer free Studio space for developmental work to artists from under-represented groups</p>	<p>Offer residencies to artists from under-represented groups</p> <p>Offer free Studio space for developmental work to artists from under-represented groups</p>	<p>We will report on the outcomes of these actions</p>	Director/ Programme Staff