



**Equality, Human Rights & Diversity Policy**

**Earagail Arts Festival, in everything it does, strives to respect, support and ensure the inclusion of all voices and cultures that make up Ireland today, from all sections of society, from existing and new communities, and from all social backgrounds, ethnicities and traditions.**

We are deeply aware that, within the arts in Ireland, many inequities still exist and that there is a substantial number of people who continue to experience barriers to engaging with and participating in the arts because of their socio-economic background, their ethnicity or religion, their sexual orientation or gender identity, their family status, their age, their membership of the Traveller Community, or through lack of accommodation of a disability.

Earagail Arts Festival recognises the essential role diversity and equality plays in releasing the full potential of Ireland's artistic and cultural talent and engaging people from every background and perspective in the arts. Harnessing diversity provides unparalleled opportunity for creative collaboration, innovation and learning.

Earagail Arts Festival also believes that through promoting equality, human rights and diversity in the arts in Ireland, the festival can benefit from rich artistic outcomes and contemporary practice that is challenging, relevant and more accurately reflective of our society today.

It is crucial that Earagail Arts Festival takes a proactive and focused approach to guaranteeing a basic human right (1), ensuring that everyone who lives in Ireland has the opportunity to engage with, and participate in the arts.

1 UN Declaration of Human Rights – Article 27.

(1) Everyone has the right freely to participate in the cultural life of the community, to enjoy the arts and to share in scientific advancement and its benefits.

(2) Everyone has the right to the protection of the moral and material interests resulting from any scientific, literary or artistic production of which he is the author.

### **Statement of Policy**

In publishing this policy Earagail Arts Festival is committing to taking actions over the course of the coming years to actively deepen our understanding of inequalities in the arts and develop substantive ways to address them.

We recognise that our policy must be embedded from the outset in our own institutional structure and practice and we will work towards ensuring that our board, staff, advisers and panellists, best reflect and represent the diversity of contemporary Ireland.

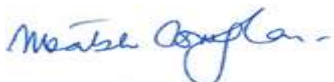
**Earagail Arts Festival acknowledges and firmly believes that every person living in Ireland has the right to create, engage with, enjoy and participate in the arts.**

Through its Equality, Human Rights & Diversity Policy Earagail Arts Festival:

- States its absolute commitment to the Public Sector Duty (and equality legislation), which outlaws discrimination and requires all publicly-funded organisations to take 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. Furthermore, the festival notes the ground of socio-economic background as a further basis for which equality of opportunity, access and outcomes must be guaranteed.
- Asserts its belief that a diverse organisation is a more dynamic and effective organisation and undertakes to become more representative of the population in Ireland today.

- Is invested in the creative case for diversity, recognising that increased diversity and equality in the arts supports richer creativity in Ireland and impacts positively on arts development, as well as wider social, cultural and economic development.
- Sets out its understanding of the need for the arts sector to be reflective of Ireland in all its diversity, ensuring equality of opportunity; equality of access, participation and outcomes; and equality of representation.
- Undertakes to review and adjust its programming towards ensuring it reflects the population profile of contemporary Ireland, inclusive of the most disadvantaged groups.

**Adopted as agreed on behalf of the Earagail Arts Festival Management Company Board of Directors:**

A handwritten signature in blue ink, appearing to read "Meabh Conlan".

**Signed:**

**Date: 22<sup>nd</sup> April 2021**

