
Equality, Diversity and Inclusion (EDI) Policy

About Earagail Arts Festival (EAF)

Earagail Arts Festival (EAF) is an annual, bilingual (Irish and English language), multidisciplinary festival that takes place each July throughout County Donegal along the Wild Atlantic Way on the north-west coast of Ireland. Established in 1989, EAF has evolved to become a culturally rich, diverse and accessible festival for artists and audiences alike, continuously striving to be innovative and ambitious.

Inclusion and diversity are central tenets of the festival's Mission, and core to our organisational ethos¹. In publishing our most recent Strategy (2023-2025), EAF articulates this commitment not only through our Mission and associated values, but also as part of our Strategic Themes:

Strategic Theme 3: Inclusion as a guiding principle in every aspect of how we operate, to ensure that our work benefits and reaches as many people as possible, and that we actively engage with communities and different cultures across Donegal to broaden inclusion and participation in the arts; we recognise that we need to work in partnership with many culturally diverse groups and communities, particularly with those communities whose cultural entitlements are currently under-served.

Through EAF's Equality, Diversity and Inclusion Policy, we set out a number of key areas of focus for the lifetime of the policy, which will also align cohesively with the festival's strategy.

Context to Equality, Diversity and Inclusion (EDI) Policy

In developing EAF's Equality, Diversity and Inclusion Policy, we draw together the various ways in which the festival will deliver its commitment to inclusion and diversity. Further, we outline our approach to responding to the Arts Council's Equality, Human Rights and Diversity / Equality, Diversity and Inclusion Policy².

EAF also recognises its obligations under current Irish equality legislation, including the Employment Equality and Equal Status Acts³, and the Public Sector Duty⁴.

¹ *Our mission is to present a high-quality annual multidisciplinary arts festival that is artistically ambitious, bilingual, innovative, welcoming, socially inclusive, and representative of Donegal's distinctive and diverse character.*

² Equality, Diversity and Inclusion | Arts Council Ireland <https://www.artscouncil.ie/Equality-Diversity-Inclusion/>

³ Irish Human Rights and Equality Commission | Equality Legislation <https://www.ihrec.ie/your-rights/equality-laws-ireland/>

Developing the Equality, Diversity and Inclusion (EDI) Policy

EAF's Equality, Diversity and Inclusion (EDI) Policy has been informed by colleagues and partners from the festivals' community, encompassing a range of intersectional perspectives. This has included focus groups, ongoing public / audience engagement surveying and regular stakeholder interaction through the festival's outreach and programming activities. In addition, the festival's team and Board members have been engaged in creating the policy.

EAF is proud of its history as a festival that is embedded in its local community, with a national and international perspective. This ethos has naturally lent itself to working with the flourishing, diverse artistic community within Donegal, while maintaining and developing connections with artists and arts organisations across the Island of Ireland, and internationally. We are committed to ensuring our work is engaging and accessible for the widest possible audience.

Through EAF's EDI Policy, we codify the festival's existing approaches to promoting equitable and inclusive outcomes, building new goals and actions over the coming years, in line with our existing organisational strategy. The three EDI Policy Principles we focus on are: Community, Art and Audiences, and Organisation, and they are detailed in the section that follows.

EDI Policy Principles

EAF's EDI Policy Action Plan will mainstream equality, diversity and inclusion throughout the festival's activities by focusing on:

- **Earagail** ~ *Community*

EAF's **community** is a central aspect of the festival; from our local community in Donegal to our national and international partners, and the many organisations and individuals we work with through our community engagement programmes.

- **Earagail** ~ *Art and Audiences*

The festival's **art and audiences** are at the heart of what we do. Every year, we seek to produce a multidisciplinary artistic programme that is exciting, diverse and innovative, ensuring audience engagement is continuously to the fore.

- **Earagail** ~ *Organisation*

People are integral to EAF's **organisation**; from our team and Board to the volunteers we work with on an annual basis. We believe that a diverse and inclusive arts organisation thrives based on a culture of creativity, respect and openness.

EDI Policy Monitoring and Evaluation

The delivery of EAF's EDI Policy will be led by the festival's Executive, with oversight from our Board, and support from Board EDI Policy Champion, Fadl Mustapha. On conclusion of the policy's Action Plan, the Board and Executive will evaluate its progress and impact, including the necessity for a further or redrafted action plan.

⁴ Irish Human Rights and Equality Commission | Public Sector Duty <https://www.ihrec.ie/our-work/public-sector-duty/>

This policy was last reviewed on: 04/09/23



Signed:

Méabh Uí Chonnacháin (Chair).