

EDI Policy Action Plan

EDI Policy Principle	Overarching Goal	Actions	Timeline
Community	<i>We will continue to grow and expand our relationships across EAF's community in Donegal, nationally and internationally, to promote equality, diversity and inclusion.</i>	We will build cohesive and meaningful links with key advocacy and representative groups in Donegal, including but not limited to Traveller and migrant community groups, in order to develop opportunities to work together.	Ongoing throughout lifetime of Policy.
		We will continue to work in close collaboration with colleagues across the island of Ireland and internationally, building on existing partnerships (such as the Dublin Fringe Festival <i>WEFT</i> Programme), while also developing new relationships aligned to our inclusive ethos.	Ongoing throughout lifetime of Policy.
		We will develop a series of participatory projects with minoritised communities, focused on the concept of the 'Citizen Artist', which will be showcased during the lifetime of the policy.	Ongoing throughout lifetime of Policy.
		We will build on our existing engagement with schools across Donegal to ensure young people of all backgrounds and lived experiences can engage with the festival in ways that are relevant and enriching for them.	Commencing in Q1 2024.
Art and Audiences	<i>We will ensure that diversity, accessibility and inclusion are at the core of our artistic and audience-focus.</i>	We will ensure that our programming reflects the rich diversity of artistic talent in Donegal, across the island of Ireland and internationally.	Ongoing throughout lifetime of Policy.
		We will choose venues that are non-traditional "arts" venues (such as community centres or public spaces) in order to ensure that they are welcoming spaces, and open to all audiences. We will also prioritise accessibility when selecting venues.	Ongoing throughout lifetime of Policy.
		We will maintain a focus on ensuring our programming is accessible from a financial perspective, by providing a range of ticket prices, bursaries and free events.	Programme commenced in 2023, ongoing in 2024.
		We will examine ways through which we can promote linguistic accessibility throughout the festival, including translation and accessible formats, working in partnership with representative organisations.	Commence partner discussions in Q3/4 2023.

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Organisation	<i>We will actively promote diversity and inclusion within our employment, volunteering and governance structures.</i>	We will integrate Board diversity into our succession planning, ensuring that there is an appropriate mix of skill-set, perspective and lived experience.	Commenced and ongoing throughout lifetime of Policy.
		We will ensure that regular EDI-themed training is provided to our team, Board and other relevant colleagues involved with the festival, to build our capacity on an ongoing basis.	Commencing in Q3 / Q4 2023.
		We will promote diversity within our volunteering team, working in partnership with organisations across Donegal to develop an programme that is highly ethical and beneficial to the volunteers taking part.	Commencing in Q3 / Q4 2023.
		We will review our recruitment processes to ensure that where vacancies arise, they are visible and accessible to the widest pool of potential candidates.	Ongoing throughout lifetime of Policy.