

EQUALITY DIVERSITY & INCLUSION POLICY

Dance Limerick's vision is that people will be inspired, surprised, challenged, and engaged through dance. As a resource organisation, Dance Limerick promotes, supports and celebrates innovation and excellence in dance creation, presentation and participation so that ambitions are reached to inspire joy, creativity and curiosity among professional artists and the wider community.

The core values underpinning the organisation's work are:

Inclusivity: we believe everybody has the right to have a high-quality experience of dance and we are committed to embracing as wide a public as possible in providing access to and engagement with all of our activities.

Ambition: we aim for innovation and excellence in all aspects of dance provision, both for professionals, audiences and participants.

Openness: we are committed to ongoing dialogue with professional artists, participants and our audiences, and to embracing their expertise, as an integral community of stakeholders.

Partnership: we strive to work in partnership with other organisations, to further the goals of Dance Limerick.

Dance Limerick's overarching aim is 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. However, we realise that there are sections of Irish society who are not participating in the organisation's activities and programmes. Dance Limerick is committed to actively promoting equal opportunity in its operations and accepts that equality cannot be achieved without a programme of positive action to redress the effects of past disadvantage.

Over the course of 2021 – 2023, Dance Limerick is committed to actively implementing our values of inclusivity and openness and to identifying ways we can involve diverse and new communities in our work as artists, audience members, participants and stakeholders, in the following areas:

- Governance
- Communications
- Physical Access
- Artists & Programme
- Audiences & Participants
- Responsibility & Monitoring

Governance

Objective: To reflect the diversity of Irish society within our Board of Trustees and within our Staff

Actions: The Board of Dance Limerick will uphold and apply the principles of equality and diversity and ensure the organisation is fair and open to all sections of the community.

In seeking new Board Members, the Board will actively encourage a breadth of representation in respect to the skills map required, while also having regard to diversity in ethnicity, gender, disability and other characteristics.

Ensure that all future recruitment processes, for Board and Staff, state Dance Limerick's commitment to equality of opportunity in terms of ethnicity, gender, sexuality, and disability and diverse candidates are encouraged to apply.

Positive action may be taken with under-represented communities, as appropriate, with a view to encouraging applications from these communities.

Recruitment packs will include information about access, flexible working and living in Limerick.

Communications

Objective: Build new ways to reach new communities for the work of Dance Limerick.

Actions: Devise and implement marketing and promotional campaigns which consider diversity at the conceptual stage of the campaign.

Work with organisations that have expertise in the field of diversity and inclusion e.g. Doras Luimni, Treehouse Children Disability Network Team (CDNT) part of Mid-west Disability Services, St Gabriels Foundation and Blackberry Park (CDNT), Paul Partnership, GOSHH Ireland, to ensure information is disseminated as widely as possible.

Accessibility

Objectives: Dance Limerick's premises aim to be welcoming, accessible to nurture inclusivity to all potential users and stakeholders from a variety of demographics. Both the Studio and Performance spaces are accessible to wheelchair users and the bathrooms are gender neutral.

Actions: Investigate ways in which Dance Limerick can improve accessibility in both the physical and digital domains.

Audience & Participants

Objective: To encourage involvement in dance by all sections of the community as audiences and participants.

Actions: Initiate a new role entitled Civic Engagement Artist to research, develop and deliver a programme of participation which actively encourages and supports participants from all communities and needs.

Continue to expand on Dance Limerick's existing relationships with social, community and educational organisations so as to develop a suite of partnerships across a diverse range of interests and communities.

Dance Limerick is committed to making tickets affordable for as many people as possible. Concessions are offered to all paid events to people in receipt of benefits. Where appropriate, Pay What You Can will be available at some events.

Artists & Programmes

Objective: Ensure diversity is represented in terms of gender, sexuality, ethnicity and (dis)ability is reflected among the artists working with Dance Limerick and benefiting from its programmes. Dance Limerick has some track record in working with and including artists from ethnic minorities as well as those with disabilities.

Action(s) Selection panels will be chosen with inclusivity in mind and the process of selection will be recorded along with the basis of decision making.

Dance Limerick programmes and events are devised to ensure under-represented and minority groups are core in our activities. Specific development with Limerick Pride and GOSHH Ireland, Paul Partnership.

The pathways to the experiences we provide are open and inclusive making access to our programmes available to all.

We keeping access needs central in our programming of activities ensures integration of a diversity of needs. Our Staff have experience in additional needs and bring this experience to all our programming.

Positive Action may be taken to reserve a certain number of opportunities for under-represented groups of artists.

Advocacy

Objective	Ensure diversity is a factor in selection processes in relation to all areas of the organisation's work, including board, staff, artist support programmes and public engagement activities.
Action	This Diversity & Inclusion Policy will be published on our website and will be evaluated on an annual basis and with agreed targets for the following 12 months from January 2021.

Responsibility & Monitoring

Objective	Measurable Achievements in the area of diversity and inclusion
Action(s)	<p>All members of staff will be encouraged to take responsibility for ensuring effective equal opportunity practise. However, the overall responsibility will lie with the Director & Board.</p> <p>Diversity data will be collected in line with established monitoring criteria in place at the time.</p> <p>Staff, Board, Artists taking part in Dance Limerick's programmes, regular freelancers, job applicants and volunteers will be asked annually to complete a confidential monitoring form. The data will be collated and disseminated to the Arts Council and other funders as appropriate and will be published on the Dance Limerick website.</p>

This policy is published on our website at www.dancelimerick.ie

Comments and suggestions on this policy are welcome. Please contact our Director, Mary Wycherley on 061 400994 or email to mary@dancelimerick.ie