

# Galway Arts Centre Equity, Diversity and Inclusion Action Plan 2024-2026

Subject to annual review | next review January 2024



## STRATEGIC GOAL 1: SUPPORTING ARTISTS

	Actions	Measures implemented in Year 1 2024	Measures implemented in Year 2 2025	Measures implemented in Year 3 2026	Timeline	Lead
<b>OBJECTIVE 1:</b> <b>Be an organisation whose programmes reflect the diversity of the artists of Galway City</b>	<b>1.a</b> Identify and work with artists from historically under-represented communities in programmes across artforms	Develop networks of artists from diverse backgrounds to curate specific events that engage with and reflect their communities	Implement ways to support local artists based on the conversations during the previous period  Create mentorship opportunities facilitated by creative leads in several areas	Develop partnerships with artists/curators/experts from diverse backgrounds to inform programming decisions to uphold the principle “nothing about us without us”  Youth arts programmes to present work by an artist from a historically under-represented community, engaging with a greater diversity of artists to produce this work		Creative leads (visual art, Cúirt, Galway Youth Theatre, Red Bird)
	<b>1.b</b> Continue to develop programmes in the arts that respond to issues important to various communities living in Galway City	Identify funding and resources to support EDI actions to continue to develop programmes  Aim for programmes to factor in issues important to people of all ages, people with disabilities, the travelling community, the LGBTQ+ community and new communities and cultures from around the world	Apply for funding and resources to support EDI actions to continue to develop programmes	Partner Áras na nGael to grow the Irish language programme		Creative leads (visual art, Cúirt, Galway Youth Theatre, Red Bird)
	<b>1.c</b> Advocate for diversity in the arts and focus on representation	Develop year-round process of engagement with the local visual art, literature and theatre communities to develop and diversify artistic practice; listening to community needs, led by the				Creative leads (visual art, Cúirt, Galway Youth Theatre, Red Bird)

	<p><b>1.d</b> Support youth-led youth arts programmes to reflect the interests of the membership in terms of work produced (involve members in decision making at creative and Board level)</p>	<p>“nothing about us without us” philosophy</p> <p>Public events and showcases organised and curated by YA members to present a range of diverse works by artists from historically under-represented communities</p>	<p>YA programmes will work with scripts created by artists and writers from historically under-represented communities</p>	<p>Access and outreach initiatives aimed at diversifying membership will lead to diversification of development of artform being created</p>	<p>Creative leads (Galway Youth Theatre and Red Bird)</p> <p>YA Council</p>
<p><b>OBJECTIVE 2:</b> <b>Create targeted opportunities that support the careers of artists</b></p>	<p><b>2.a</b> Establish processes of maintaining relationships and continuing support for artists beyond programmed supports</p> <p><b>2.b</b> Listen to the local literature, visual art, theatre and music communities</p>	<p>Identify funding and resources to support EDI actions beyond project funding for programmes engaging with specific communities</p> <p>Develop specific opportunities for artists from diverse backgrounds including residencies / mentorship / outreach programmes (affirmative action)</p> <p>Maintain relationships with artists through ongoing mentorship</p> <p>Implement ways in which to re-engage with and develop advisory committees</p>			<p>Creative leads (visual art, Cúirt, Galway Youth Theatre, Red Bird)</p> <p>Creative leads (visual art and Cúirt)</p>

<b>OBJECTIVE 3: Provide an inclusive space for artists to work outside of core programme</b>	<b>3.a</b> Aim to provide access to space for community groups and emerging artists through the universally accessible Nuns Island redevelopment	Works to commence on universally accessible redevelopment of Nuns Island Theatre	Roll out 'Open Source' policy for Nuns Island Theatre	Provide a universally accessible venue for artists and audiences	Nuns Island redevelopment planning has been approved; works to commence in January 2024	Director/ Curator  General Manager
	<b>3.b</b> Remove monetary barrier to accessing performance / rehearsal space for specific users of Nuns Island Theatre	Develop 'Open Source' policy for Nuns Island Theatre to remove monetary barriers and offer supports for specific artists and community groups		Reintroduce opportunities to hold workshops when Galway Arts Centre has increased capacity		
	<b>3.c</b> Fostering social space for artists	Create social opportunities through programming opening events, talks, launches, workshops, work and collaboration		Social space factored into the Nuns Island redevelopment		

**STRATEGIC GOAL 2: ENGAGING W/ AUDIENCES**

	<b>Actions</b>	<b>Measures implemented in Year 1 2024</b>	<b>Measures implemented in Year 2 2025</b>	<b>Measures implemented in Year 3 2026</b>	<b>Lead</b>
<b>OBJECTIVE 1: Challenge invisible access barriers through programming, communications and representation</b>	<b>1a</b> Increase inclusivity awareness of programmes, combatting perceived barriers	Highlight existing diversity of programmes through messaging around activities, representation in programmes and audiences  Integrated messages around open welcome across programmes	Trial run free ticketing initiatives across programmes inviting specific communities to attend  Tailor communications to specific communities needs e.g., mailing list	Growth of free ticketing initiatives based on demand	Marketing Manager  Creative Leads (visual art, Cúirt, Galway Youth Theatre, Red

		<p>throughout regular communications More visible communications around waiving fees, free ticket initiatives and free entry to the gallery</p> <p>Communication targeted at communities via direct marketing e.g., outreach and youth arts</p>	<p>Raise awareness of YA programmes in schools to communicate open welcome</p>			Bird)
	<p><b>1b</b> Mitigate barriers to accessing programmes</p>	<p>Explore resources for access initiatives</p> <p>Visual cues to clarify welcome when entering venues for all audiences with emphasis on Galway Arts Centre being open to all inc. street signage</p> <p>Front of house function to include training, improvements to role of reception, welcoming audiences, working with people with disabilities and taking initiative and ownership of the space</p>	<p>Prioritise the introduction of access initiatives which may include photo description, surtitles, visitor guide, image description, live streaming, translation and ISL etc.</p> <p>Reception area with 360 view of first floor gallery for those with physical access needs</p> <p>Ensure best practice in terms of EDI across communications, including the website and print</p>	<p>Access initiatives expanded, which may include photo description, Surtitles and visitor guide</p> <p>Identification of key programme elements to introduce: live streaming, translation and ISL</p>	<p>Funding application for access equipment unsuccessful</p>	<p>Front of House Manager</p> <p>Creative leads (visual art, Cúirt, Galway Youth Theatre, Red Bird)</p> <p>Marketing Manager</p> <p>General Manager</p>
<p><b>OBJECTIVE 2:</b> <b>Access new audiences through programming</b></p>	<p><b>2a</b> Cultivate, create, and maintain links with community groups/leaders within Galway's diverse Communities</p>		<p>Open communication channels with community leaders to get their perspective and insight</p>	<p>Creation of Education and Outreach Officer role with responsibility for the development and maintenance of relationships with community organisations</p>	<p>Funding application for Education and Outreach Officer unsuccessful</p>	<p>Creative Leads</p> <p>General Manager</p> <p>Communications Manager</p> <p>Front of House Manager</p>

<p><b>2b</b> Aim to diversify membership of Galway Arts Centre's youth arts programmes</p>	<p>Continue to prioritise participation over outcome</p> <p>Target specific communities through Foróige, The Eglinton, the library service and resource organisations etc.</p> <p>Partner with youth focused groups to diversify recruitment</p> <p>Develop relationships with Galway City schools to increase awareness of education and YA programmes</p>	<p>YA members to be involved in targeted residency programmes outside of City Centre.</p>			
<p><b>2c</b> Develop outreach programmes designed to initiate partnerships with community groups and encourage targeted audiences to engage with core programmes taking place in our venues</p>	<p>Identify funding streams to carry out outreach programmes</p>				
<p><b>2d</b> Build on existing partnerships to access new audiences (e.g. with Galway International Arts Festival, Baboró and Nuns Island Theatre)</p>	<p>Marketing strategy to build connection w/ existing audiences accessed through partnerships</p>				

<b>OBJECTIVE 3: Map audiences and develop tailored programmes</b>	<b>3a</b> Gain a comprehensive understanding of the audiences that engage with Galway Arts Centre	Mapping activity to identify existing links with community groups/ leaders within Galway’s historically under-represented communities and identify gaps; survey to ascertain who is currently engaging with Galway Arts Centre’s programme, who does not currently engage and potential access barriers including language, sensory and physical etc.	Audience development plan incorporating EDI, which targets specific audiences through marketing and digital marketing initiatives			Creative Leads  General Manager  Communications Manager  Front of House Manager
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STRATEGIC GOAL 3: STRENGTHENING THE ORGANISATION						
	Actions	Measures implemented in Year 1	Measures implemented in Year 2	Measures implemented in Year 3	Timeline	Lead
<b>OBJECTIVE 1: Integrate EDI across organisational structure</b>	<b>1a</b> Board of Directors to adopt EDI policy and make a commitment to diversify the board, timelining the process over the three year plan  <b>1b</b> Diversify staff to be more representative of Galway City	Review of skills matrix for board with focus on diversification, including recruitment of trustee with EDI expertise (as noted by all programme leads)  Training for board members to increase commitment to EDI  Creation of roles to increase opportunities to diversify staff structure inc. workshop facilitators, guest curators, project specific arts administrators and coordinators  Training for staff members to increase confidence in working with	Develop network of contractors e.g. technicians / theatre practitioners / tutors from communities not yet engaging w/ Galway Arts Centre programmes  Create opportunities for people with disabilities including a		Board adopted EDI policy and seeking to recruit new board members including EDI expert	Board of Directors  Director/ Curator  General Manager  Creative Leads

		people with disabilities and from various backgrounds	volunteer programme			
<b>OBJECTIVE 2: Mitigate physical access barriers</b>	<p><b>2a</b> Improve accessibility in existing buildings where possible while acknowledging limitations</p> <p><b>2b</b> Ensure that all future buildings used in our work are compliant with national best practice and universal accessibility</p>	<p>Acknowledgement of physical access limitations and work to date in EDI report, on website and in physical building</p> <p>Visual cues and measures that eliminate the need to request assistance to access buildings inc. clear information on limitations, doorbell to request ramp</p> <p>Training for visual impaired tours and dementia and autism/ neuro diverse</p> <p>Use of fully accessible venues for festival activities</p> <p>Advocacy for universal accessibility to all funders; Galway City Council and Arts Council</p>	<p>Public political statement around building access</p> <p>Explore use of physically accessible off-site venues</p>		Funding application unsuccessful for training	<p>Board of Directors</p> <p>Director/ Curator</p> <p>General Manager</p> <p>Creative Leads</p>
<b>OBJECTIVE 3: Commitment to place EDI at the core of Galway Arts Centre</b>	<p><b>3a</b> Create a respectful and inclusive environment for everyone who engages with Galway Arts Centre</p>	<p>Introduction of Safe to Create initiative</p>			Safe to Create adopted by board and rolled out across organisation	<p>Board of Directors</p> <p>Director/ Curator</p> <p>General Manager</p>

	<b>3b</b> Ensure that EDI is at their core and is the foremost consideration of all policy development	Review of all existing policies to ensure compatibility with EDI policy	Continuous review of policies (annually)  Ensure EDI is at the core of the Youth Council to inform policy development and board reporting			Creative Leads  Youth Council
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