



Galway Arts Centre Equity, Diversity and Inclusion Policy

Developed in consultation with Mother Tongues

Adopted by the Board of Directors of Galway Arts Centre on 11 September 2023

Galway Arts Centre has played a pivotal role in the growth and enrichment of arts and culture in both Galway City and County since 1982. It has served as a fertile ground for the flourishing of several significant cultural achievements in Galway, including the renowned Cúirt International Festival of Literature, Galway Youth Theatre, Red Bird Youth Collective, TULCA Festival of Visual Art, and Galway Theatre Festival .

Galway Arts Centre's strategic plan for the next two years, leading up to 2025, outlines its commitment to championing equity, diversity, and inclusion (EDI). We firmly believe that the arts through diverse experiences, perspectives, and methodologies are richer. Hence, we aim to embed EDI values and initiatives at all levels of the institution and within the programmes we create and support. In adherence to the Arts Council's Policy and Strategy on Equality, Human Rights & Diversity, Galway Arts Centre is committed to implementing measures to foster equal opportunities, accessibility, and outcomes for all individuals in Galway city and surrounding areas.

Recognising the barriers that have hindered artists, audiences, and collaborators from fully embracing opportunities within the arts, Galway Arts Centre is dedicated to overcoming existing and perceived obstacles and fostering an all-encompassing culture that acknowledges, honours, and appreciates differences. Consultations with staff, the Board of Directors, artists, arts workers and members of the community have culminated in the formulation of Galway Arts Centre's EDI policy and action plan.

Guided by its core values of Freedom to Imagine, Forward Thinking, Collaboration, Inclusivity, and Integrity, Galway Arts Centre aims to advance its three primary strategic goals: facilitating support and opportunities for artists, fostering the development of communities through engaging audiences and participants in high-quality arts programmes, and cultivating an effective, sustainable and resilient organisation. By strengthening its relationship with Galway City Council and addressing organisational and financial risks, Galway Arts Centre seeks to achieve these objectives and assume a crucial role in the artistic development of Galway, becoming an integral part of a thriving community of arts organisations by 2025.

Strategic Goal 1: Supporting Artists

We are committed to ensuring that our artistic community represents the wide range of experiences and perspectives and methodologies found within our community. By embracing diversity, we believe that the visual and performing arts will flourish and resonate with a broader audience.

We commit to creating targeted opportunities that support the careers of artists. We recognize the importance of providing resources, mentorship and platforms for artists to showcase their work.

Additionally, we are dedicated to providing an inclusive space for artists to work in parallel to our core programme. We hope to foster an environment where artists feel valued and encouraged to explore their creative visions.

Strategic Goal 2: Engaging with Audiences

Our second strategic goal includes challenging invisible access barriers through programming, communications, and representation. We recognise that accessibility goes beyond physical considerations and includes factors such as cultural, socioeconomic, and educational barriers.

Furthermore, we are committed to accessing new audiences through our programming. We aim to reach out to communities that have historically been underrepresented in the arts and provide them with meaningful and engaging experiences. By expanding our reach and diversifying our audience base, we can foster a more vibrant and inclusive arts community.

To achieve this, we will also map our audiences and develop tailored programmes that cater to their specific needs and interests. By understanding the demographics and preferences of our audience, we can create experiences that resonate with them on a deeper level and establish long-lasting connections.

Strategic Goal 3: Strengthening the Organisation

Our third strategic goal is to integrate EDI across our organisational structure. We believe that equity, diversity, and inclusion should be embedded in every facet of our organisation. By doing so, we can ensure that our policies, practices, and decision-making processes align with our commitment to EDI.

Finally, we reiterate our commitment to placing EDI at the core of Galway Arts Centre. This means that every decision we make, every programme we develop, and every interaction we have will be guided by the principles of equity, diversity, and inclusion. We understand that this is an ongoing process and will continuously evaluate and improve our practices to ensure that EDI remains at the forefront of our organisation.