



## **Dance Ireland – Equality, Diversity, and Inclusion (EDI) Strategy & Policy**

### **Equality, Diversity & Inclusion Policy Statement:**

Dance Ireland is an equal opportunity organisation. We recognise, respect and value differences and diversity, and embrace equality as part of our normal way of doing things. We do not discriminate on the grounds of sex, civil status, family status, sexual orientation, religious belief, age, disability, race, or membership of the travelling community. We are committed to ensuring equality of access, diversity of participation, diversity of programme and a broad geographic reach in our programmes.

Our Equality, Diversity & Inclusion (EDI) strategy outlines the steps we will take to ensure EDI is embedded in our working practices across the organisation, and to showcase our commitment to progress towards more equitable access to our opportunities, and diversity in representation across our staff, our membership and our board composition. Placing EDI at the centre of how we work will further develop our capability to interact with and better understand our increasingly diverse membership and this, in turn, will help ensure that everyone who chooses to work in dance will see themselves reflected in the work of Dance Ireland.

The person responsible for this strategy and policy is the CEO: Sheila Creevey [sheila.creevey@danceireland.ie](mailto:sheila.creevey@danceireland.ie)

The deputy responsible for this policy and strategy is the Programme Producer.

Dance Ireland is the trading name of the Association of Professional Dancers in Ireland Company Limited by Guarantee; registration no: 189346, CHY no: 16193.

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W: [www.danceireland.ie](http://www.danceireland.ie)

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### **Equality, Diversity & Inclusion Policy – Board of Directors Statement:**

The Board of Directors of Dance Ireland is committed to fostering a diverse and inclusive representation on the board. This includes, but is not limited to, a decision adopted in 2023 that our board would comprise of a 50% representation from the Dance Ireland membership of artists and a 50% representation of independent directors co-opted to the board.

Additionally, the board is committed to a balanced representation on the board so as to foster broad perspectives, knowledge, and expertise that can work collaboratively and inclusively in the best interest of Dance Ireland. To this end, we encourage and expect good engagement and contribution from all members of the board. We actively listen to all perspectives and using a data-driven approach, we endeavour to reach good quality decisions that reflect the best interests of Dance Ireland.

### **Fair Pay for Artists Statement:**

We recognise our duty of care to artists & we are committed to ensuring proper remuneration for all we work with - staff, artists, teachers, curators, programmers, mentors etc.

Dance Ireland has an established track record in of paying fair teaching and workshop rates to artists. We ensure all financial awards we offer include an allocation for fees and adhere to best practice in recognising proper remuneration. We do not support any proposals that do not include a proper allocation of fees for artists. We differentiate between professional development opportunities offered to artists & the bursaries, awards & resourced residencies we provide.

We work within Best-Practice Principles as set out in the Arts Council's 'Paying the Artist' policy (2020) and endeavour to lead the sector in research and in example.

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Dance Ireland EDI Strategy

<b>Priorities:</b>	<b>Objective:</b>	<b>Strategic Intention:</b>
Sustainability	<p>For a career in dance to be a viable and accessible option, with appropriate support to develop and sustain a healthy work-life balance.</p> <p>For the dance industry to be mindful of its environmental impact, supporting social change, and leading by example.</p>	<ol style="list-style-type: none"> <li>1. Invest in programmes of support that are responsive and relevant to the career or life stage of people working in dance, supporting inclusion and access throughout.</li> <li>2. Create and hold space for rest, reflection, and renewal for our members.</li> </ol>
Interdependence	<p>That all the working parts of the dance ecology are connected, engaged, and supportive; with a shared intention to maintain quality and raise ambition in the art form.</p> <p>That no person will feel alone or isolated at any point in their dance career.</p>	<ol style="list-style-type: none"> <li>3. Engage with the breadth of supporters of dance to increase confidence and find more opportunities to share dance work with broader audiences and communities in many different places and spaces.</li> <li>4. Acknowledge that no-one is truly independent in their dance working lives; and facilitate opportunities for people working in dance to build new connections within and beyond the dance sector.</li> </ol>

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<p>Inclusion</p>	<p>For the power of dance to connect, to include and to embrace difference as a means to learn and grow together to be valued and supported.</p> <p>That all who choose to work in dance will see themselves reflected in the work of Dance Ireland and experience a warm welcome.</p>	<ol style="list-style-type: none"> <li>5. Co-curate more programmes and events with people working in dance and communities that are under-represented in the sector and include and engage artists and audiences who have not connected with dance or Dance Ireland before.</li> <li>6. Manage and maintain a welcoming and accessible space for artists and all working in dance to create and perform, and for the public to engage and experience dance in all its forms.</li> </ol>
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Dance Ireland EDI Strategy - Actions underway in 2023/2024

The actions below have played a significant role in shaping our Dance Strategy 2024 – 2028

	2023/2024 Action	Measurement	Outcome/Evaluation
Sustainability	Develop and implement new and existing programmes from 2021 to produce robust ecosystems that can support activity on the ground and through related connections and networks at all skills levels	Increased awareness and engagement by local, national, and international connections  Ongoing programmes that are self- sustaining and can generate own funds.  Evidence of increased diverse dance styles	Partnerships, Networks, Level of engagement New collaborations for dance artists New platforms for the work
Interdependence	Internal Review processes, policies, and procedures in place at board, executive and staff level annually. Identify work generated from diverse creative exchanges across dance and other related art forms annually.  External Gather information from all stakeholders annually	Intersections, Improved team performance Community cohesion Meaningful creative exchanges Cross art and genre partnerships	SWOT analysis Traffic light system Comprehensive analysis reports
Inclusion	Collate quantitative and qualitative data from surveys and reports already undertaken and identify where the gaps are.	Significant difference in numbers and diversity of those who engage with or use the services by Dance Ireland through membership or community engagement	Statistics Resources New knowledge

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	Use the information to create a blueprint for artistic and logistical interventions; use as a baseline for annual or regular reviews		
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