



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

**May 2022**

### **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, and a broad geographic reach in our programmes.

Our Equality, Diversity & Inclusion (EDI) strategy outlines the steps we will take to ensure this policy is embedded in our working practices across the organisation, and how we will progress to ensure more equitable access to our opportunities, and diversity in representation across our staff and membership.

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

The deputy responsible for this policy and strategy is the General Manager.

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

We recognise our duty of care to artists & 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 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 'Paying the Artist' policy (2020) and endeavour to lead the sector in research and in example.

Dance Ireland EDI Strategy – May 2022

Priorities:	Objective:	Strategic Intention:
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>
Inclusion	<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 it's forms.</li> </ol>

Dance Ireland EDI Strategy 2022 Actions

	<b>2022 Action</b>	<b>Measurement</b>	<b>Outcome/Evaluation</b>
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 done and spot where the gaps are.  Use the information to create a blueprint for artistic and logistical interventions; use as a baseline for annual or regular reviews	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

