

Galway Dance Equality, Diversity, and Inclusion Policy

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Galway Dance is committed to promoting equality, diversity, and inclusion in all aspects of our operations, activities, and relationships. We believe that embracing these principles not only enriches our artistic endeavours but also contributes to a more vibrant, equitable, and compassionate society.

Artistic Approach

1. **Programme Design:** Our organisation ensures that as part of the planning and feasibility stage of creating activities for our annual programme that we consider and integrate principles of equality, diversity, and inclusion. We strive to create an environment where individuals from diverse backgrounds feel welcome, valued, and respected.
2. **Flexibility in Opportunities:** We recognise the diverse needs of our artists and prioritise flexibility in residency and other arrangements. Our aim is to accommodate the diverse schedules and responsibilities of the individuals we serve, including those of caregivers and parents, for example by offering access to studio spaces at times that suit them best.
3. **Diverse Programming:** We embrace a diverse approach to programming, celebrating a range of styles, cultural traditions, and artistic expressions without placing hierarchy on any particular form. This commitment reflects our dedication to inclusivity and cultural diversity.
4. **Community Engagement & Partnerships:** We actively seek out partnerships and collaborations with inclusive dance and theatre companies, as well as relevant charities and services that support a wide variety of minority groups.

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5. **Community Outreach and Engagement:** We engage with and represent diverse communities through outreach programs, community partnerships, and involvement in cultural events that celebrate different identities and perspectives.

Organisation

6. **Diverse Leadership:** Our board of directors comprises both dance and non-dance professionals with diverse experiences and backgrounds. This diversity influences our organisational culture and approach, ensuring that our activities are responsive to the communities we serve.
7. **Anti-discrimination and Harassment:** We maintain a zero-tolerance policy towards discrimination, harassment, and bullying based on protected characteristics such as gender identity, marital status, family status, age, disability, sexual orientation, race, religion, and membership of the Traveller community.
8. **Equitable Recruitment and Hiring Practices:** We implement fair and unbiased recruitment and hiring processes to ensure diversity and inclusion at all levels of the organisation.
9. **Training and Development:** We provide ongoing training and development opportunities for staff, volunteers, and artists to increase awareness of diversity issues and best practices for creating inclusive environments.

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Access

10. **Financial Accessibility:** Through our funded residency programmes, we aim to alleviate the financial burden associated with research and development work. This approach can remove a barrier to participation for artists from less privileged backgrounds or facing challenging personal circumstances, thereby fostering a more inclusive creative community.
11. **Accessibility:** Our studio space in Terryland is fully wheelchair accessible, ensuring that individuals with physical disabilities can fully participate in our activities.
12. **Accessibility Accommodations:** We provide accessibility beyond physical spaces, such as alternative formats for written materials, sign language interpretation, or captioning for events, and accommodating other accessibility needs upon request.

Communication

13. **Bilingual Communication:** As the island's only officially bilingual city, we are committed to increasing bilingual communications (English & as Gaeilge) to better serve and acknowledge the minority group of native Irish speakers in the region.
14. **Inclusive Communication:** We continuously assess our communications to ensure that language is inclusive, respectful, and accessible to all. This includes communication with artists regarding applications and contracts, as well as public-facing communications such as class and show descriptions.
15. **Public Accountability:** We transparently communicate our commitment to equality, diversity, and inclusion to stakeholders, including funders, partners, and the wider community, through public statements, reports, and other communications channels.

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Evaluation

16. **Feedback Mechanisms:** We establish clear channels for feedback and complaints related to equality, diversity, and inclusion issues, ensuring that all concerns are taken seriously and addressed promptly and confidentially.
17. **Regular Review and Evaluation:** We regularly review and evaluate the effectiveness of the policy and related initiatives, with input from stakeholders including staff, artists, volunteers, and community members.
18. **Continuous Improvement:** We emphasise our commitment to ongoing learning and improvement in the pursuit of equality, diversity, and inclusion, acknowledging that this is an ongoing journey that requires dedication and adaptability.

Galway Dance is dedicated to upholding these principles and continuously strives to create an environment where diversity is celebrated, and every individual is given equal opportunity and respect. We believe that by embracing diversity and fostering inclusion, we can create transformative experiences that enrich both our artistic endeavours and our community as a whole.