

Equity, Diversity & Inclusion Policy

2024-2027

With consultancy from Dr Eburn Joseph

EDI Panels included led by audience, volunteers, staff and artists focus groups

Introduction and background of the organisation

Dublin Fringe Festival is a curated, multidisciplinary arts festival and year-round artist support organisation. We seek out and present contemporary, playful and provocative new work made by Irish and international artists of vision in an annual celebration all over the city.

Established in 1995, Dublin Fringe Festival is the agenda-setting festival for new work in Ireland, devoted to talent development and artform development. It is a platform for new and emerging artists in Ireland to showcase their work and offers artists at every stage of their career an opportunity to challenge, subvert and invigorate their disciplines and practice.

For artists, Dublin Fringe Festival facilitates opportunities to innovate, to push boundaries and strengthen the conditions in which they work. We champion artistic risk, ambition and excellence across art forms. We offer support, resources and professional development to the vibrant community of Irish independent artists. Our year-round artist support strand provides thousands of artists with a space to experiment and hone their skills.

For audiences, Dublin Fringe Festival is about discovery. The festival programme stimulates curiosity and creates memorable encounters that enthrall and embolden audiences. We make space for artists to use the city as a canvas and create performances in conversation with the times we live in. The festival plays a vital role in Dublin's cultural life, extending the possibilities of what art can be and where it happens. The scale and environment of the festival welcomes new audiences, attracting loyal aficionados and newcomers every September.

Purpose of our EDI Policy

- Ensure that Dublin Fringe Festival lives our values of Fairness + Transformation, listening to our community, evolving our practices and creating a safe and equitable environment;
- Create strategies that enable us to grow as organisation, building flexible and responsive plans to ensure a more equal and equitable environment;
- Provide equity, fairness and respect for everyone who engages with us, whether as an artist, employee, stakeholder, etc.;
- Prevent harassment, racism, bullying and discrimination irrespective of Gender, Marital Status, Family Status, Age, Disability, Sexual Orientation, Race, Religion and membership of the Traveller community.

Policy Statement

Dublin Fringe Festival's mission is to create an unmissable festival that champions artists, welcomes audiences, illuminates the now and discovers the next, blazing a trail towards a braver cultural future.

We know that the experiences audiences and artists have at Dublin Fringe Festival can resonate for a lifetime. We work hard to do the right thing now, and for the future. We listen carefully, we discuss openly, we bring a generosity of spirit to every interaction. We create a safe framework for experimentation and artistic risk by ensuring stability and accountability in our working practices.

We believe that art is for everyone. We work actively to remove barriers to access. We acknowledge that our EDI policy must be an in-practice policy, one that is actively at work in our organisation every day. We are committed to advancing a more fair and equal future for artists, audiences, volunteers and staff.

To do so, it is essential that:

- As a festival that portrays a snapshot of contemporary Ireland, we create a programme made up of artists and practitioners reflective of the current make-up of Ireland;
- As an artist support organisation, we enact structures of support that challenge barriers to access, create entry points and that champion equity and inclusion;
- We are responsive to artists', employees' and stakeholders' lived experiences, moving flexibly to respond to need;
- We continue to act as champion and advocate for the needs of artists within our sector.

We are aware that we are working within a sector and a society shaped by inequality. It is urgent that we continue to champion equity, fairness and inclusion across the board. It is essential that we continue our aims to cultivate a culture of inclusion for everyone involved with Dublin Fringe Festival, including not only staff, artists, and audiences but also other stakeholders such as volunteers, board members, collaborators, suppliers etc.

The organisation aims to authentically represent and engage with the diverse population of the city by expanding its programmes and nurturing a safe and welcoming space for participants from all backgrounds. Through the ethical framework of Dublin Fringe Festival, we are committed to ensuring that all individuals feel valued and included, acknowledging of the discrimination often faced in relation to gender, marital status, family status, age, disability, socio-economic background, sexual orientation, race, religion, and membership of the Traveller community.

We prioritise equitable experiences for everyone who engages with us, striving to create an environment where anyone who interacts with our activities is met with warmth, transparency and fairness. The festival aims to foster a culture of inclusivity that extends to both internal and external stakeholders.

We will do this through being accountable to our EDI Action Plan and by being responsive to the needs of our stakeholders.

Commitment

The Board of DUBLIN FRINGE FESTIVAL endorses this policy to demonstrate DUBLIN FRINGE FESTIVAL's commitment.

Implementation

This policy applies to DUBLIN FRINGE FESTIVAL's building operations and activities.

Review and evaluation

The policy will be reviewed and its results evaluated:

- Bi-annually;
- Whenever there are significant changes to the organisation or its output;
- Whenever external factors (social, legislative) necessitate a change in best business practices.

Appendix I - Legislation

This policy is informed by the following policies;

UN Declaration of Human Rights– Article 27.

- 1) Everyone has the right freely to participate in the cultural life of the community, to enjoy the arts and to share in scientific advancement and its benefits.
- 2) Everyone has the right to the protection of the moral and material interests resulting from any scientific, literary or artistic production of which he is the author.

The Employment Equality Act 1998

The Employment Equality Act 1998 promotes equality and prohibits harassment and discrimination across nine grounds. The Act is designed to promote equality of opportunity in employment between employed persons by making discrimination and harassment in employment unlawful on the above mentioned grounds. The nine grounds are: Gender, Marital Status, Family Status, Age, Disability, Sexual Orientation, Race, Religion and membership of the Traveller community. The Act allows positive action in relation to certain groups, i.e. gender, membership of the Traveller community, people over the age of 50 and people with disabilities.

The Equal Status Act 2000

The Equal Status Act 2000 aims to promote equality and prohibit discrimination and harassment and related behaviour in connection with the provision of goods and services, property and other opportunities to which the public generally or a section of the public has access, on similar grounds to those contained in the Employment Equality Act.

Irish Human Rights and Equality Commission Act 2014

The Irish Human Rights and Equality Commission Act 2014 places a positive duty on public sector bodies to have regard to the need to eliminate discrimination, promote equality and protect human rights, in their daily work. This is referred to as 'The Public Sector Duty'. Section 42 of the Act places an obligation on Public Sector Bodies to assess and identify the human rights and equality issues that are relevant to their functions as an employer.

The Dignity at Work policy

The Dignity at Work policy covers sexual harassment and harassment as outlawed by the Employment Equality Acts 1998 to 2008 and workplace bullying and reflects the experiences of both employers and union representatives in dealing with complaints of bullying and harassment. A copy can be found [here](#).

NAPAR Ireland National Action Plan against Racism Ireland March 2023

Reports of Racism in Ireland ([external link](#)), INAR, 2021