

Equality, Diversity and Inclusion Policy

Interface

Ratified by the Board of Directors

Date 15th February 2024

Content

Contents

Introduction	3
Context.....	3
Policy Principles.....	3
Scope.....	3
Artist and Arts Practice Development.....	4
Creating Audiences for the Benefit of our Artists.....	4
Organisational Planning	4
Safeguarding	4
Actions and Monitoring	4
Actions.....	4
Goal 1	5
Goal 2	5
Goal 3	5
Goal 4	5
Goal 5	5
Review dates	6

Introduction

Interface is a studio and residency programme for artists¹, situated in the Inagh Valley, in the heart of Connemara. Funded by the Arts Council of Ireland/An Chomhairle Ealaíon, our mission is to provide catalysing opportunities for artists in residence to engage with others through a unique platform within outstanding natural beauty that explores the intersections between scientific research and art.

Our facilities and services offer time away, and space to work, along with opportunities to network, and to collaborate. The studio is located in premises shared with the Inagh Valley Trust, which drives a number of innovative scientific research projects in the Inagh Valley. Interface offers artists an opportunity to engage with a unique environment and to be inspired by the exciting research taking place in a spectacular landscape.

We strive to ensure a physical and psychological environment that esteems, supports, and sustains our residents.

Context

This Equality, Diversity and Inclusion Policy aligns with our Vision, Mission, Purpose, and Values as outlined in 'Strategic Plan 2020 - 2024'. Our approach is underpinned by the values of the Arts Council of Ireland's *Equality, Human Rights, and Diversity Policy and Strategy* (2019) which stresses the determination to 'respect, support and ensure inclusion of all voices and culture that make up Ireland today, from all sections of society, existing and new communities, from all social backgrounds, ethnicities, and traditions.' It also ensures that we implement Section 42 of the Irish Human Rights and Equality Commission Act 2014 which places a statutory obligation on public bodies and 'organisations financed wholly or partly out of moneys provided by the Oireachtas' to eliminate discrimination, promote equality of opportunity, and protect the human rights of staff and those to whom we provide services. The policy also has regard for existing equality legislation, including the Employment Equality Acts (1998-2015), the Equal Status Acts (2000-2018).

Policy Principles

Our policy principles align with our priorities as set out in our 'Strategic Plan (2020-2024)'.

Scope

This policy applies to all employees, resident artists, members, contractors and visitors.

¹ The term artists refers to all visual artists, dancers, writers and musicians directors, designers, curators and those who support artists and the delivery of the creative work of artists through arts and academic organisations.

Artist and Arts Practice Development

We are committed to empowering all artists to benefit from our facilities and support, and to ensuring that we do all that we can to be as fully inclusive as possible. We promote the values of access and inclusion, diversity, and equality for our members, in our in-house and partnered bursary offers, and in all our sector-facing communications, processes, and procedures.

We provide the same opportunities for membership to everyone without discriminating due to protected characteristics such as:

age/gender/ sexual orientation/ ethnicity/ nationality/ religion/ disability/ medical history

We have built our policy around preventive and affirmative actions to ensure equal opportunity when assessing and evaluating professional activity.

Creating Audiences for the Benefit of our Artists

We believe that the arts should be enjoyed by all. We are committed to promoting the values of access and equality, diversity, and inclusion in our public-facing communications, processes, and procedures.

Organisational Planning

We will work to ensure diversity of representation among our resident artists, Board of Directors, staff and throughout our organisation.

Safeguarding

We will safeguard Interface, its artists, audiences and its activities by creating meaningful strategies and policies that coincide with 'Interface - Strategic Plan 2020 - 2024, in Culture 2025 - The National Cultural Framework,² and Making Great Art Work (The Arts Council/An Chomhairle Ealaíon.³

Actions and Monitoring

Our Equality, Diversity and Inclusion Policy is supported by an Action Plan, both of which will be monitored by our Board of Directors. Our Action Plan will be activated by our Director through in-house team meetings and our communications plan.

Our Director will report on progress made on this policy at the annual review of the 'Interface – Strategic Plan.' and our impending 'Interface - Strategic Plan (2025 - 2030)'

Actions

We are responsible for assessing our processes and ensuring they are bias-free. Whenever we find biases interfering, we will act immediately to refine our processes, combat our

² <https://www.gov.ie/en/publication/62616d-culture-2025/>

³ https://www.artscouncil.ie/uploadedFiles/Making_Great_Art_Work.pdf

biases and protect possible victims of discrimination. We will give everyone the chance to work in an environment where their rights are respected.

To promote equal, inclusive & diverse opportunity, we:

- Use inclusive language in all signs, documents and webpages.
- Evaluate artists through professional criteria.
- Implement open door practices so members can report discrimination more easily.
- Strive to remove all obstacles, whether physical or psychological, to inclusion .

In order to realize fully our Mission and Vision, we are committed to actively fostering diversity, inclusion and cultural competency throughout our programmatic, research, development, and operational efforts.

Goal 1

Build our organization's capability to execute a long term inclusion plan

Increase diversity of member and volunteer population

Assess the level of intercultural competency of members, and design tools to increase and develop the competency

Evaluate our diversity/inclusion initiative activities

Goal 2

Increase the number of people from diverse and underserved populations using our supportive services and informational products

Goal 3

Increase the revenues raised from ethnic and minority businesses, organizations, foundations and individuals with diverse backgrounds, perspectives and experiences.

Design and implement methods for collaborative revenue generation throughout our organization and with other organizations.

Goal 4

Increase awareness, build mutually rewarding relationships and foster collaboration with a broad range of business, community, and foundation leaders and other individuals from diverse backgrounds, perspectives and experiences.

Goal 5

Promote the increase of diversity/inclusion in the professions for example

- Collaborate with and support other organizations that are addressing diversity and related workforce issues.
- Develop and implement education and program initiatives for professionals

Review dates

Date of next review	Additions/updates	Page number	Signed off by