



Teac Damsa
Na Gleannta Thuaidh
Daingean Uí Chúis
Co. Chiarraí
V92 W218
Ireland
teacdamsa.com

Equality, Diversity and Inclusion Policy

Our commitment statement

Teac Damsa's work is based on the fundamental idea that all life is connected and therefore interdependent and that diversity and community are the cornerstones of the success and survival of our society. Teac Damsa is committed to providing equal opportunities to all people from all of society to engage with, access and participate in our work.

Our approach

1. Artistic Collaborators

Our work has always been created and populated by a diverse range of artists, in terms of race, religion, gender, sexuality and age which, for us, communicates a strong message of how we see Ireland and the wider world and what we would like that world to be. We will strive to make sure our work always strongly represents this vision.

Teac Damsa advocates for the need for extra supports for parents and caregivers working with us as we move towards making these costs part of our annual operating budget to allow for equality of access to all working in the performing arts sector.

2. Audience and Participation

It is a priority for Teac Damsa to make high-quality accessible work for everyone.

We will work to address barriers to participation; tour our work to rural and urban venues and seek to find new and more diverse audiences for our work.

We will communicate to our audiences in as clear a way as possible, with inclusive language, legible text, visual formats, and through accessible media.

The Company's home at An Ghlaise Bheag, Co. Kerry is accessible to wheelchair users.

3. Staff and Partners

We will continue to recruit and employ our staff and board without discrimination based on gender, sexual orientation, civil status, family status, religion, age, disability, race, membership of the Irish Traveller community, or socio-economic status,

Staff and partners will be made aware of our EDI policy. All new staff will be given a copy of our EDI policy as part of their initial orientation and it will form part of the Employee Handbook.

In a meaningful way, we will work towards ensuring that staff, advisers and panellists, best reflect and represent the diversity of contemporary Ireland.

4. Governance

We will monitor the make-up of the board of directors regarding age, sex, ethnic background, sexual orientation, religion, belief, or disability, encouraging equality, diversity, and inclusion.

Equality, Diversity, and Inclusion priorities will form part of our regular agenda across all strands of our organisational strategies and plans.

5. Community

We will work towards sustained engagement with the communities we work with
We will invest in a real budget to match Intentions around Access/Diversity/Inclusion with the acknowledgement that real community engagement work takes time, resources and staff with a specific energy and focus.

6. Monitoring and Evaluation

We will develop a small number of Key Performance Indicators for the key elements of our EDI policy and each will have a target. We will report to the board and other stakeholders on our EDI progress on an annual basis.

We will build flexibility into the policy so that it can shift and develop over time as the company develops.