

Temple Bar Gallery + Studios

Equality, Diversity and Inclusion (EDI) Action Plan 2025

Equality, Diversity and Inclusion are at the core of the Temple Bar Gallery + Studios (TBG+S) mission. Our EDI Policy and Action Plan is an active and evolving document. It is created through research, experience, exchange, awareness, feedback, and set goals. It is built on a collective commitment of staff and board with input and support from artists, audiences, relevant organisations, and advisors.

We commit to being proactive throughout 2025 to deepen our understanding of inequalities in the arts and develop substantive ways to address them.

We commit to making viable changes, revisiting plans and prioritising actions, mindful of time, money and capacity of our organisation to deliver.

We embrace an environment that is positive and respectful of everybody regardless of gender, sexual orientation, civic or family status, religion, age, disability, socio-economic background, race, or membership of the Traveller community. We believe that contemporary art thrives through a plurality of experiences, viewpoints and approaches.

Our EDI Action Plan is based on an annual review of our EDI Policy. From this, we identify actions, confirm resources, establish a timeframe, and implement actions.

Organisation Actions

Culture, Policies, Website and Data Collection

- Implement EDI Action Plan 2025.
- Through an annual review of the EDI Action Plan, we will define our actions for the following year, thus ensuring an active and evolving document.
- Embed EDI Policy into all our plans and policies including our strategic plan 2026-2030.

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- As part of the annual review, invite feedback and ideas from users, to include an advisory group of artists and audience representative of inclusivity and diversity.
- Cost actions to create essential budgets for EDI Actions and build into our annual estimates and funding applications.
- Appoint a member of the Team as EDI Officer.
- Undertake training for staff, board and gallery mediators.
- Work towards greater diversity and ensure gender equality on our board. Embed EDI policy and ensure board awareness of it, with annual review by board at first board meeting of the year.
- Work with our website designer to meet current accessibility standards through a website accessibility audit and the implementation necessary remediation work.
- Publish a website accessibility statement to the website by June 2025.
- Review website content and provide comprehensive accessibility information, i.e. how to get here, accessibility needs, point of contact, wheelchair access.
- Create and publish a social narrative document that gives a description of what visitors will experience during their visit (taking consideration of bright or flashing lights, loud sounds and other access barriers) to help to visualise and orientate their visit.
- Ensure the implementation of access features and services available such as image descriptions, closed captioning and audio descriptions across digital content on the website and social media.
- Ensure event listings are accessible and legible to a broad audience.
- Ensuring open calls, job vacancies are viewable and accessible to a broad audience.
- Research a broader range of listings websites that enable us to reach a wider sector of visitors, artists, prospective partners and collaborators for all opportunities.
- Work to remove barriers in our application processes and event booking systems.
- Continue our engagement with Safe to Create, Culture Club, Arts & Disability, and Temple Bar Access Alliance. Use and share information with board, staff, artists and selection panels for annual review of action plan.
- Capture data and create a systematic method to analysis, compare, identify gaps, and deepen understanding to build knowledge and identify ways to improve on equality, diversity and inclusion across the organisation's procedures and policies.

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- Research current available data on relevant demographics to provide a deeper level of analysis on our success in reaching a broader sector of people.

Building

- Ensure that findings from building accessibility audit 2022 are incorporated into building upgrades planned for TBG+S for Fire Risk.
- Make the case for investment in additional costs that support compliance and sustainability so findings are incorporated into design and build brief.
- Complete accessible signage and wayfinding project to assist people's orientation around the building to its public spaces including Gallery, Studio 1, Studio 6.
- Advocate for improved public realm accessibility to our building.
- Liaise with Dublin City Council on current public realm works for Temple Bar with regard to physical accessibility.
- Secure funding to make our ground floor courtyard space more accessible to all people, including the installation of a ramp.

Artistic Programmes Actions

Exhibitions/ Studios/ Learning and Public Engagement/ Dublin Art Book Fair/

Free Space

- Stay informed through research, studio visits, travel, and other relevant activities to guide decisions around gallery programmes and continue to produce innovative exhibitions that are reflective of contemporary art and artists who come from diverse contexts.
- Offer an additional six months tenure to new studio memberships for artists who have specific identified needs relating to disability, long-term illness and other personal requirements.
- Make explicit this extended time period in open call documents and through our communications.
- Through Free Space programmes, support the visibility of work by a range of artists, inclusive of those from different backgrounds, cultures and communities to create inclusive visibility, and inspire students, emerging and future artists.

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- Commission flags, as an annual public artwork supporting an artist from a new or minority community. Flags by artist Jialin Long will fly along Wellington Quay for the month of September 2024. This is an example of how visibility to our vibrant diverse Dublin city community is activated.
- Appoint a relevant point of contact for applicants as part of open calls for studio membership, artist books, and international residencies, to assist people with specific needs and to help us better understand the kind of issues that can arise.
- Ensure adequate time for application processes to negate against unfair advantage.
- Ensure selection panels have diverse representation and educate panel members of our EDI Policy.
- Invite feedback from panel members on our EDI policy.
- Create a survey for all open call applicants and selection panel collecting relevant data to understand our reach and identify issues that arise in order to act and adapt positively.
- Introduced the Paul Robinson Studio Award for Project Membership (one year). The Award is open to all artists, and emphasis is given to financial and other barriers as an important consideration. Áine O'Hara is the recipient of the Paul Robinson Studio Award 2024. The next Award will be made February 2025.
- Ensure visibility of open call opportunities to a broader reach of professional artists, actively promote to any new connections and communities identified and build our capacities for a consistently wider reach.
- Communicate equality of opportunity clearly in open calls, website listings and in our application forms.
- Make artists aware of our organisation's equality, diversity and inclusion values and policies.
- Assess if there are artists who might be intentionally or unintentionally excluded and consider steps towards solutions.
- Provide different ways to engage with contemporary art from the more tightly curated exhibitions of gallery programmes and art commissions to the more democratic open space of Dublin Art Book Fair and Free Space opportunities.
- Develop and provide various programmes throughout the year focused on different levels of interest and abilities.

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- Expand on distribution of open calls, offer talks, collect data and feedback from those who apply.
- Maintain the unique opportunities created by Dublin Art Book Fair, Free Space programme and Spring School. Act on the concrete exchanges with artists through these programmes to build connection with them and reach a broader arts community. Capture how engaging with this mix and diversity of artist expands and nurtures our capacity for equality, diversity and inclusion.

Audience Actions

Visitors/ Participants/ Communities

- Continue to improve accessibility in the gallery including large print texts, quiet viewing times and develop social narratives for general access, each exhibition and for events.
- Continue to ensure accessibility guidelines are met across the website and digital platforms.
- Continue to include event location and image descriptions online and engage with audiences to offer other useful supports.
- Continue working to improve communications and outreach with new communities and those not yet reached audience.
- Continue partnering with relevant organisations to build on equality, diversity and inclusion in our audiences including Culture Club, Bealtaine and Arts & Disability.
- In partnership with Temple Bar Access Alliance research and create cohesive accessibility information for Arts venues in Temple Bar including consistent language and visuals across all our accessible information and a social narrative for the Temple Bar area.
- Learn from our work with Temple Bar Access Alliance to improve our efficiency and ease with accessibility information.
- A staff commitment to supporting the orientation of people with distinct needs through our exhibitions and building and ensuring they have a quality experience and that any additional needs, as much as is possible, are facilitated.