

Temple Bar Gallery + Studios Equality, Diversity and Inclusion (EDI) Policy 2025

Temple Bar Gallery + Studios (TBG+S) embeds Equality, Diversity and Inclusivity as core to our mission.

TBG+S embraces 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 and its workspaces thrive through a plurality of experiences, viewpoints and approaches.

TBG+S commits to equality, diversity and inclusion with a continuous process of self-examination, reflection and identification of areas for improvement; being open and critical about the way we operate, identifying ways to improve and testing possible changes.

Our EDI policy is an active and evolving document. It is created through research, experience, developing awareness, feedback, and goals. It is built on a commitment and exchange between staff and board with input and support from artists, relevant organisations and advisors.

This policy is developed with an understanding that the process of embedding and growing equality, diversity and inclusion requires the regular evaluation and implementation of an annual action plan. We are committed to ongoing review within our organisation including our recruitment of board membership, staff, artists, audiences, programmes, and opportunities.

Our EDI Policy is a commitment to:

- Deepen our understanding through engagement, training, listening, and learning.
- Create annual action plans with ongoing review.
- Implement our EDI Policy and Action Plan inclusive of our board, staff, artists, audiences, Gallery programme, Learning and Public Engagement programmes.

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- Implement EDI Policy and Action Plan across our building, website, online presence, and printed material.
- See our policy and action plans as live documents, adapting to new situations, learning and research, while maintaining an openness to response and feedback.
- Monitor, review and evaluate EDI initiatives, feedback, data collection, and research.
- Embed EDI policy into all future policies, strategies and action plans.

Our EDI Policy makes reference to the Arts Council's Equality, Human Rights and Diversity Policy & Strategy 2019 and their Equality, Diversity and Inclusion Toolkit (2022), the Equal Status Acts 2000–2018, the Equality Employment Acts 1998-2015, and the Section 42 of the Irish Human Rights and Equality Act 2014, otherwise known as the Public Sector Equality and Human Rights Duty.

Organisation

TBG+S nurtures a culture of awareness in the belief that a diverse organisation is a more dynamic and effective organisation. This is currently achieved through the following:

- An annual staff and board review of EDI Policy, creating and reviewing annual action plans.
- Ongoing staff and board research, training and partnering with relevant organisations.
- Liaising with local resources, advocacy organisations and community groups.
- Implementation of research and learning to make a more universally accessible gallery and studio environment.
- Work to maintain an inclusive and accessible media presence including website, signage, online, and printed material.
- A building accessibility audit has shown our building to be complicit in all public areas with some necessary long-term upgrades recommended. Staff are committed to supporting the orientation of people with distinct needs through our exhibitions and building, ensuring they have a full-quality experience and that any additional needs are facilitated.

- Improve and develop our ways of gathering and analysing data to best capture information related to equality, diversity and inclusion.

Artistic Programmes

In developing our artistic programmes, we are motivated to make opportunities for artists from diverse art backgrounds and practices. Making an agile and dynamic environment constantly innovating and adapting to remain responsive to the current needs of artists and their practices.

Exhibitions and Artist Opportunities

- Our gallery programme embraces diverse and innovative contemporary art practices, selected through ongoing research, studios visits, exhibition visits, and connection to artistic practices. We commit to deepening and widening our knowledge of diverse practices to further assessment for imbalances and unconscious bias in developing our gallery programme.
- Through exhibitions, programming and commissions we aim to make visible work by artists from diverse backgrounds, cultures, and communities that inspires students, future and emerging artists from all backgrounds, visual arts professionals, and the general public.
- We expand our expertise and knowledge of innovation, creativity and diversity of artists' practices in Ireland and internationally through studio visits, invitations, curators' visits, and engagement with other organisations.
- Create open and inclusive spaces for exploring artistic practice and making art through our ongoing Free Space programme, Dublin Art Book Fair, and Summer School.

Open Calls, Artist Studios, International Residencies and Exchanges

- Expand visibility and promotion of open call opportunities ensuring greater equality of opportunity.
- Ensure inclusivity in language to a diverse range of artists in open call criteria.

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- Ensure our selection panels are inclusive of a plurality and diversity of artistic expertise and representative of equality and diversity. Ensure the panel is aware of our EDI policy.
- Ensure inclusivity across open call selection, taking positive actions to address any identified imbalances or unconscious bias in our selection.

Artist Studios

- Creating a supportive environment for studio artists to thrive and have equal access to opportunities.
- Work to ensure an accessible studio environment to meet the needs required of an individual artist's given circumstances.
- Advocate for accessible supports in advance of residency and exchange open calls to make these opportunities equal opportunities from the start.

Audience

- Ensure exhibition and Learning and Public Engagement programming are accessible for diverse audiences, inclusive of the nine grounds detailed in Ireland's equality legislation, with the additional category of social and economic disadvantage, as defined by the Arts Council. Audiences are supported and developed through an extensive Learning and Public Engagement programme, our staff and mediator team.
- Maintain awareness of an accessible gallery experience, including accessible texts, seating options, quiet time viewings, and the support of our mediator team.
- Provide different ways and levels to engage with contemporary art and artists from a tightly curated exhibition programme and art commissions to Free Space programming and artist books at Dublin Art Book Fair.
- Break barriers to participation in the arts with Learning and Public Engagement programmes aimed to build broader more inclusive audiences outside our current reach. This includes, and is not limited to, exhibition introductions, Art Walks, drawing sessions, Slow Look tours, Culture Club events, second and third level engagement, and community invites.

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- Build more inclusivity and diversity of artists through programmes aimed at extending our reach and supporting artist development. Programmes including Spring School, From Practice to Exhibition talk series and Young Art Writers workshops are designed for new and emerging artists and artists new to Dublin in an intimate, inclusive environment.
- Nurture communication with our audience to expand on possibilities of inclusivity. Research, identify and introduce ourselves to individuals and groups from new, diverse and marginalised communities with a view to long-term partnerships/programmes.
- Ensure our EDI policy is reflected across our website, social media, email marketing, public documents and application forms.
- Review, test and monitor website accessibility through accessibility audits in conjunction with our website developers to meet current accessibility standards.
- Maintain the unique opportunities created by Dublin Art Book Fair, Free Space programme and Spring School. Act on concrete exchanges with artists through these programmes to build connection with them and reach a broader arts community and the general public. Engaging with diverse communities of artist expands and nurtures our capacity for equality, diversity and inclusion.
- Connect with the wider general public through programmes, such as the Summer School, creating a space for one-on-one conversations and direct observations supporting assessments for future provision and actions regarding equality, diversity and inclusion.
- Maintain and improve inclusivity and accessibility awareness for event programming, ensuring this is reflected on the website, social media, printed materials, and through our booking systems.
- Continue to develop more inclusivity and accessibility awareness around events including event descriptions, set up of events, supportive interactions.