

## Equality, Diversity and Inclusion (EDI) Policy

Temple Bar Gallery + Studios (TBG+S) views equality, diversity and inclusivity as fundamental and core to our mission. TBG+S celebrates and strives to provide 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 Travelling community. We believe that contemporary art thrives through a plurality of experiences, viewpoints and approaches.

Our EDI policy is developed with an understanding that the process of embedding and growing equality, diversity and inclusion as part of our overall mission requires regular evaluation and reporting to ensure the ambitions of the policy are realised. We are committed to ongoing review within our organisation including our remit for Board membership, staff, artists, audiences, programmes, and opportunities.

Our EDI Policy takes account of the Arts Council's *Equality, Human Rights & Diversity Policy and Strategy* as well as current legislation including the employment Equality Acts (1998 – 2015) and the Equal Status Acts (2000-2018) and Section 42 of the Irish Human Rights and Equality Act 2014, otherwise known as the Public Sector Equality and Human Rights Duty.

### Key Policy Actions

#### Organisation

- Nurture an environment of awareness in the belief that a diverse organisation is a more dynamic and effective organisation.
- Work towards greater diversity and ensure gender equality on our Board.
- Appoint an EDI officer from within our staff to aid the implementation of the policy and its annual review.
- Provide EDI related training and workshops for staff, the Board and gallery mediators.
- Ensure job vacancies and open calls are widely advertised through channels and networks that reach a broad, diverse demographic.
- Revisit our Strategic Plan to include EDI.
- Make our EDI policy and statement accessible on our website.
- Review building accessibility and website audits for short term upgrades and long-term planning.
- Implement learning from EDI and accessibility training and commit to taking informed steps towards a more universally accessible gallery and studio environment.

#### Artistic Programmes

TBG+S' artistic programmes are shaped and motivated by a desire for:

- **Excellence:** striving for excellence in ALL the work we do; in production and curation of exhibitions, care and nurturing of studio artists, developing of onward paths for artists, supporting opportunities.
- **Innovation:** embracing innovation through research, exploration and experimentation, building knowledge base from wider sources to continue to challenge and refresh current thinking.

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- **Opportunity:** being motivated to making opportunities for artists who are dedicated and committed from diverse art practices to excel and thrive. We are keen to support a diversity of artists and contemporary practice.
- **Agility:** being flexible, dynamic and constantly adapting and innovating to remain responsive to the changing environment and needs of artists and their practice.
- **Accessibility:** being motivated by the desire to make contemporary art and the work of artists accessible for diverse audiences, new and loyal and inclusive of people of all abilities, backgrounds, cultures and communities.

### *Studios*

Our studios are for 1, 3 and 6 Year Membership and a Recent Graduate Residency Award. We also host three international residencies and exchanges. Our studio membership is awarded through Open Calls with expert panels appointed to make selections.

1. Actively create more visibility of open call opportunities and commit to promoting equality of opportunity for those applying.
2. Revisit criteria for open calls to ensure inclusivity and appeal to a diverse range of artists.
3. Ensure an inclusive open call process taking positive actions to address any identified imbalances or unconscious bias in our selection.
4. Ensure our selection panels are inclusive of a plurality and diversity of artistic expertise and representative of equality and diversity.
5. Work to ensure an accessible studio environment to meet the needs required of an individual artist's given circumstances.

### *Gallery*

Our gallery programme embraces diverse and innovative contemporary art practice, selected through on-going research, studios visits, exhibition visits, and connection to artistic practices. We commit to deepening and widening our knowledge of diverse practices to assess for imbalances and unconscious bias in developing our gallery programme.

1. Revisit the Curatorial Panel's terms of reference to expand our expertise and knowledge base of innovation, creativity & diversity in Ireland and internationally.

### *Learning + Public Engagement*

L+PE Programming is across our gallery and studios and includes bespoke programmes that actively strive to break barriers to participation in the arts, aiming to build and reach a more inclusive, broader audience.

1. Sustain Making Connections - demographic focused stream of programming that aims to actively engage new diverse audiences with contemporary artists and their work and help us continue to build broader and more diverse gallery audiences.
2. Work with partners and stakeholders to research, identify and introduce ourselves to individuals and groups from new, diverse communities, with the long-term view of building sustainable partnerships and programmes that are formed out of consultation and collaborative exchange.
3. Make visible work by diverse artists and cultivate an environment that inspires a diverse audience including students, emerging and future artists inclusive of all abilities, backgrounds, cultures, and communities.

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4. Ensure visibility of diverse and inclusive audience and programme participation across our media and promotion.
5. Be inclusive of diverse artists and artistic communities giving access through our Free Space programme, providing a studio space for trial, experimentation and public presentation. Simultaneously introducing TBG+S and our audience to new practices, helping us build a healthy base for relationships, knowledge and understanding.

### *Building and Website Accessibility*

A building accessibility audit has shown our building to be complicit in all public areas including an accessible toilet, lift and doorways with some necessary long-term upgrades recommended for fully independent accessibility. We understand that exterior street access may be challenging to those with a physical disability. Staff are committed to supporting the orientation of people with distinct needs through our building and ensuring they have a full-quality experience and that any additional needs are facilitated.

1. Implement immediate feasible steps from the building accessibility audit and ensure that findings are incorporated into long-term capital plans.
2. Secure funding for building augmentation to support findings from the accessibility audit and incorporate into design and build brief.
3. Complete accessible signage and wayfinding project.
4. Understand areas of deficiency and ensure staff and gallery mediators receive adequate training.
5. Provide an accessibility ramp to gallery and building entrance.
6. Produce a social narrative for our website to assist visitors with autism.
7. Upgrade our website as per accessibility audit recommendations, including image closed captioning.