

Equality, Diversity and Inclusion Policy

Signatories	Mary Conlon (Director) Joanne Laws (Chair)
Amendments	September 2024, July 2025
Review date	July 2026
Policy links	The Dock Programme Policy The Dock Staff Handbook The Dock Strategic Plan 2025-2029 Safe to Create Code of Behaviour

## **Purpose Statement**

The Dock Arts Centre acknowledges the powerful role the arts play in shaping an inclusive, fair, and reflective society. This Equality, Diversity and Inclusion (EDI) Policy outlines our commitment to providing a welcoming, respectful and equitable environment for all individuals who interact with our organisation. Whether engaging as staff, artists, audience members, or collaborators, we aim to ensure that everyone experiences dignity and access. Our commitment to EDI is rooted in human rights legislation and best practice and is central to how we work, create, and evolve as an arts organisation.

## **Scope of the Policy**

This policy applies to all aspects of The Dock's activity. It includes internal processes such as artists' supports, employment, governance, programming, and outreach. It also informs our approach to external communications, physical and digital accessibility, audience engagement, and partnerships. All staff, board members, artists, and contractors are expected to support and uphold the principles outlined in this document.

## **Goals and Objectives**

Our goal is to foster a truly inclusive organisation where diversity is championed and barriers to participation are actively removed. We aim to comply fully with Irish equality legislation and strive to go beyond minimum standards where possible. The Dock is committed to cultivating a supportive and inclusive workplace culture, where every staff member is respected and empowered. We also commit to promoting the voices and creative practices of artists and communities from underrepresented or marginalised backgrounds. Intersectional thinking, access-conscious planning, and ongoing reflection are fundamental to our approach.

## **Implementation Strategy**

The implementation of this policy will be guided by strategic actions across several key areas. At the governance level, EDI will be embedded into the Strategic Plan for 2025–2029, and board membership will be reviewed to ensure it is reflective of Ireland's diversity. Within the organisation, staff recruitment processes will be assessed for fairness and accessibility,

and training on unconscious bias, inclusive language, and respectful communication will be offered regularly.

We will continue to support a diverse range of artists by commissioning and presenting work that represents contemporary Irish society. An Access Rider will be introduced as a standard element of artist contracts, and outreach will be expanded through new partnerships and programmes. For audiences, we will focus on delivering accessible event formats, clear communications, and flexible ticketing and scheduling options. We will also gather and respond to feedback from a wide range of users to better understand and meet their access needs. Across all operations, The Dock will prioritise partnerships with organisations that support inclusion and advocate for change.

## **Accountability and Responsibilities**

The responsibility for this policy is shared across all levels of the organisation. The Board of Directors is responsible for upholding and monitoring our EDI commitments, ensuring alignment with national legislation and sectoral guidance. The Director and senior management team are responsible for leading the implementation of the EDI Action Plan, supporting staff, and embedding these values into day-to-day planning.

Every staff member is expected to complete appropriate training and apply inclusive practices in their roles. Artists and collaborators are encouraged to engage in dialogue about access requirements and contribute feedback to help improve our shared practices. All individuals representing The Dock, whether in-house or externally, must embody the principles of equality, dignity, and inclusion.

## **Monitoring and Review**

The EDI Policy will be formally reviewed on an annual basis to incorporate updates in legislation, feedback from stakeholders, and learning from internal reflection. The Dock will carry out periodic self-assessments using tools developed for the arts sector and will involve external EDI consultants as appropriate. A formal feedback mechanism will be established to enable staff, artists, and audiences to share concerns, experiences, and suggestions for improvement. Findings will inform updates to our EDI Action Plan and broader organisational strategies.

## Communication Plan

This policy will be clearly communicated to all staff, board members, collaborators, and stakeholders. It will be introduced during induction processes and highlighted in relevant internal documents, including the Staff Handbook and artist agreements. A summary version will be made publicly available on The Dock's website in accessible formats, including an Easy Read version. Updates to the policy or action plan will be shared through internal briefings, newsletters, and external platforms to ensure transparency and accountability.

## Contact Information

For further information or to offer feedback on this policy, please contact:

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