

**Linenhall Arts Centre  
Equality, Human Rights & Diversity Policy – 001**

The Linenhall Arts Centre firmly believes that every person living in our community has the right to create, engage with, enjoy and participate in the arts. We seek to positively promote diversity and equality of opportunity in access to the arts for all citizens, irrespective of gender, age, physical or intellectual disability, civil status, sexual orientation, ethnicity, gender identity, religion, or socio-economic status. Our aim is to exercise equality of opportunity in all areas of our activities including employment practice, artistic programming, audience development, public engagement, board membership, customer care, marketing and publicity. The Linenhall believes that diversity of participation is necessary to empower people of all backgrounds and release their artistic potential to the greater benefit of our community generally. We seek to promote and firmly install this policy in all of our work and monitor and review our performance on a regular basis.

The objective of this policy is to reflect all sections of our community, and to aspire for diversity and inclusion in every aspect of the Centre's work. We do this in a number of existing programmes and projects in our public engagement sector.

An example of how we do this is in our work with children and young people where we:

- Work closely with schools across the county
- Engage with young people from the varied, diverse and changing demographics of our communities in Mayo through our schools programmes and other projects
- Encourage access to our high-quality arts services for children and young people from different cultures and backgrounds
- Develop creative engagement opportunities for children and young people from all backgrounds across a range of artforms including film, visual art, theatre and music.
- Work with relevant local organisations to establish means of accessing our diverse communities as audience, participants and collaborators

We are committed to continually reviewing our outreach programme, as well as all other areas of engagement, to ensure that we respond in a timely and appropriate manner to the evolving needs and aspirations of our region and our country.

**Linenhall Governance**

We will develop a strategic approach to incorporating diversity into all aspects of our work.

This includes embracing and encouraging diversity on our Board of Directors and making equality and diversity a key focal point of our collaborations with Local Authority.

**Engagement with Artists**

In our engagement with artists we aim to reflect diversity in our commissions and programming.

**Public Engagement**


We will work with relevant local organisations to establish means of accessing and engaging our diverse communities as audiences, participants and collaborators.

**Capacity Building**


We will provide training at all levels across Board and staff in Equality and Diversity awareness.

Through careful consultation and timely monitoring, we intend to implement change over time by adapting this policy as required in the coming period, paying considered attention to changing demographic and societal concerns.

We will appoint a Board Member as champion of the policy, inviting relevant stakeholders to address the Board on the matter where necessary, and present our on-going work as part of the Director's Report in the annual audit review.

Signed: 

Bryan Gerard Duffy  
Board Trustees

Signed: 

Brendan Minish  
Board Trustee

Date Approved: Mon 6 Sept 2021  
To Be Revised: 30 June 2022