

Linenhall Arts Centre

Equality, Human Rights & Diversity – Action Plan 2025–2030

1. Governance & Leadership

Priority: Demonstrate leadership and best practice in governance. Prioritise diversity, sustainability, and succession.

Actions:

- Skills analysis to identify strengths & gaps.
- Develop succession plan.
- Maintain & strengthen Board diversity in line with EDI Policy.
- Appoint Board Champion for Equality, Human Rights & Diversity.
- Include EDI updates in Director’s Annual Report.
- Invite stakeholders/community reps to Board discussions.

2. Community & Public Engagement

Priority: Build inclusive engagement reflecting Mayo’s diverse communities.

Actions:

- Partner with local organisations to reach underrepresented groups.
- Develop inclusive outreach programmes.
- **Schools Engagement:**
 - Analyse location & make-up of schools to identify gaps.
 - Improve data collection for easier analysis.
 - Gather diversity indicators (e.g. first languages spoken).
 - Consult teachers & artists to address gaps within resources.
- Annual review of outreach to adapt to changing demographics.

3. Artistic Programming & Engagement with Artists

Priority: Ensure diversity in programming and fair treatment of artists.

Actions:

- Reflect diverse voices in commissions & residencies.
- Support asylum-seeking & direct provision artists with equitable payments.
- Provide opportunities across artforms (film, theatre, music, visual art).
- Develop protocols for inclusive participation & payment mechanisms.

4. Capacity Building

Priority: Strengthen knowledge and practice in EDI.

Actions:

- Deliver EDI training for staff, Board & advisers.
- Implement **Safe to Create Code of Behaviour**.
- Build staff capacity to address participation barriers.
- Encourage continuous learning in EDI best practice.

5. Monitoring & Review

Priority: Track progress, evaluate, and adapt to changing needs.

Actions:

- Annual review of policy (next due June 2026).
- Track & evaluate outreach, school engagement, audience diversity, and artist support.
- Adapt action plan to demographic/societal changes.
- Report annually via Director's Report & Board audit review.

Example of work completed so far:

1. Board skills analysis & succession planning.
2. Board Champion for EDI appointed.
3. Strengthened partnerships with schools, migrant groups & community orgs.
4. Starting data collection for school engagement.
5. Developed payment protocol for artists without bank accounts