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Communities where everyone
can connect and create

The Linenhall Arts Centre
Linenhall Street
Castlebar

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Linenhall Arts Centre
Equality, Diversity and Inclusion (EDI) Policy – 005

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, access and outcomes for all those living in Ireland regardless of their sex, gender, sexual orientation, civil or family status, religion, age, disability, race, social-economic class or membership of the Traveller community. 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.

We are cognisant of the Arts Council's policy which states: As the agency tasked with the development of the arts in Ireland, it is crucial that the Arts Council takes a proactive and focused approach to guaranteeing a basic human right[1] : ensuring that everyone who lives in Ireland has the opportunity to engage with, and participate in the arts.

The Linenhall strives to respect, support and ensure the inclusion of all voices and cultures that make up Ireland today, from all sections of society, from existing and new communities, and from all social backgrounds, ethnicities and traditions.

In publishing this policy we are committing to taking actions to actively deepen our understanding of inequalities in the arts locally and develop substantive ways to address them.

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

[1] UN Declaration of Human Rights – Article 27.
(1) Everyone has the right freely to participate in the cultural life of the community, to enjoy the arts and to share in scientific advancement and its benefits.
(2) Everyone has the right to the protection of the moral and material interests resulting from any scientific, literary or artistic production of which he is the author.

Trustees: Kate Blackett, Ger Deere, Bryan Gerard Duffy, Edith Geraghty, Jennifer Loftus, Shireen McDonagh, Elaine Mears, Brendan Minish, John Scahill,
Chair: Clodagh Geraghty | **Secretary:** Lorraine Gannon
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- 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
- Ensure our Board and Team reflects a broad spectrum of lived experience including disability, neurodivergence, age, gender, social-economic class and cultural background.

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.

We are committed to work with relevant agencies to develop appropriate means of recompensing artists who are part of the application for international protection process. Artists seeking International Protection, or living in direct provision, who participate in any relevant Linenhall activity will be treated equitably, in line with standard payment practices for artists. We will work with artists to develop a protocol and mechanism for paying artists who do not have bank accounts in place.

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

We recognise that our policy must be embedded from the outset in the culture of our organisation and we will work towards ensuring that our board, staff, advisers and panellists, best reflect and represent the diversity of contemporary Ireland.This includes embracing and encouraging diversity on our Board of Directors and making equality, human rights and inclusion 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. We are fully committed to the Safe to Create Code of Behaviour which has been approved by Board and staff.

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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.

Linenhall Champions
Bryan Gerard Duffy & Brendan Minish
Board Trustees

Date first implemented: Mon 6 Sept 2021
Date Reviewed and Approved: Aug 2026
To Be Revised: June 2027

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