



## DRUID Gender Equity Policy - 2018 Action Plan

COMMITMENT	MEASURABLES for 2018
<b>Gender Neutrality</b>	
Ensure gender-neutral language and facilities are used wherever appropriate in Druid activities	All public documents, including website, adopt gender-neutral language.  All official documents, including contracts and agreements, adopt gender-neutral language.  Provision of gender-neutral bathrooms in venue and offices.
Work to prevent any unconscious bias	All new scripts will be subject to Blind Reading by a gender-balanced group.  Implement unconscious bias training for all staff & board.
Explore how gender can become less significant in the casting of roles.	Create at least one opportunity to cast one or more roles gender-blind in 2018.  Explore the opportunity to cast some roles gender-blind in 2019/20.

<b>Gender Mainstreaming</b>	
Druid commits to achieving and then maintaining gender-equality at Board level	Priority to be given to female members in future appointments to maintain balance.
Begin a 5-year plan to examine work from the female canon with a view to a full production	<p>We will present three separate readings throughout 2017, and three further readings in 2018, from a cross-section of female writers, living and deceased, Irish and international.</p> <p>Work with the Druid Academy / NUIG to raise awareness of and actively promote the female canon through lectures/workshops and public readings. This will be done in 2018 by 3 masterclasses and 1 special event.</p>
Undertake a systematic gender analysis of all Druid's technical work with a view to promoting gender-equality.	Analysis undertaken and results, with appropriate actions published before the end of 2018.
Ensure all elements of the organisation respect gender needs and concerns	Develop a system to gender proof future actions including but not limited to policies on payment and recruitment. To be delivered to Board for approval before year end.
Publish Gender Statistics	Statistics relating to the gender of participants in key Druid activities will be published annually on our website using the measurement tool from Waking the Feminists.
After show Panels	Ensure gender-equality on all after show panels or Druid talks.

<p><b>Gender Equity</b></p>	
<p>Take specific actions to support advancement of women and partially redress the historic imbalance of female representation in theatre</p>	<p>Introduce a Bursary for Female Theatre Practitioners.</p> <p>Monitor over a rolling 5-year period and publish annually the gender balance and breakdown of participants on all Druid programmes; FUEL; Druid Debuts, Ensemble membership etc. and take remedial action, if needed to ensure balanced representation.</p> <p>Commit that over 50% of new commissions will be from female writers.</p>
<p><b>Workplace Actions</b></p>	
<p>Druid will seek to ensure a Workplace Culture of Equality</p>	<p>Information session to be held, during Quarter 1, for all staff on the Company's Gender Policy and Action Plan</p> <p>Provide a safe, respectful working environment with zero-tolerance for any form of discrimination or harassment</p> <p>Encourage all staff to explore opportunities for career enhancement, regardless of gender</p> <p>Through interaction with staff, identify future actions to improve equality in the workplace</p> <p>Gender Equality to be a regular item on the agenda for staff meetings</p>