

Druid

EQUALITY, DIVERSITY AND INCLUSION POLICY

INTRODUCTION AND CONTEXT

Druid's mission is to be a touring theatre without peer, anchored in the West of Ireland and looking to the world, producing and presenting the best work, both new and old, with boldness, agility, passion and flair.

For almost 50 years, Druid has sought to ensure the most exciting, provocative and excellent theatre is available to the widest possible audience. This Equality, Diversity and Inclusion (EDI) policy formalises an ethos and a practice we have held for many years and identifies a pathway for Druid to further enhance and build upon this work.

This policy is aligned to Druid's organisational strategy, and its values of:

- **Originality:** We offer new perspectives and are original in our thinking and our practice.
- **Community:** We work in the community, for the community and as a community.
- **Respect:** We value and respect our people and place, recognising both to be essential in the making of good theatre.
- **Boldness:** We are confident and courageous, always willing to take artistic risk in our pursuit of excellence.

Druid's EDI policy is people-focused; people are central to everything we do. This policy is structured around three groups of people:

- **Our audiences**
- **Our artists, creative teams and crews**
- **Our staff and board**

This EDI policy is a living document. We will revisit it regularly, through relevant board and staff meetings, to evaluate our progress and to set new goals and ambitions. We recognise that the fields of equality, diversity and inclusion are ever evolving and we aim to be a company that can evolve and improve at pace. We also recognise that change may happen at different rates across the various parts of our organisation.

DRUID AUDIENCES

Objective

To provide universal access to our theatre productions.

Actions

We will continue to prioritise the inclusion of accessible performances as part of our in-person productions including Irish Sign Language interpretation, captions, audio description, touch tours and hearing loops.

→ **Ongoing, assessed and reported annually**

For our online productions, we will continue to prioritise the inclusion of Irish Sign Language interpretation, captions and audio description.

→ **Ongoing, assessed and reported annually**

We will conduct an accessibility audit of Druid's own venue, The Mick Lally Theatre, to ensure that it is fully accessible for people with physical access requirements including elevators, ramps, wide and step-free pathways, space within seating banks for wheelchairs and other access equipment.

→ **To be completed by Q3, 2022**

We will prioritise that the venues to which we tour, are fully accessible for people with physical access requirements including elevators, ramps, wide and step-free pathways, space within seating banks for wheelchairs and other access equipment.

→ **Ongoing, assessed and reported annually**

We will continue to ensure that our ticket prices are offered in a range that allows as many people as possible to afford a ticket. Pricing schemes will include early bird tickets; discounted tickets for students, pensioners, the unwaged, and audiences that may face other forms of barriers in engaging with theatre, including but not limited to those living in Direct Provision; in larger venues, dynamic prices for different seating sections; group discounts; complimentary tickets for targeted audiences.

→ **A ticketing affordability strategy to be introduced by Q2, 2022**

→ **Ongoing, assessed and reported annually**

DRUID AUDIENCES

(continued)

Geographically, we will present our work in as many locations as possible to reach as many people as possible. We're passionate about making theatre available to people in their own communities.

→ **Ongoing, assessed and reported annually**

While live, in-person theatre is Druid's core activity, we also appreciate the power of non-traditional platforms to share our work nationally and internationally; we will continue to develop our Druid at Home programming strand which has already reached audiences in over 130 countries; we will continue to present our work online, outdoors, on the radio and on other new platforms as they are developed.

→ **At least two Druid at Home productions produced by YE2024**

We will schedule performance times to be as accessible to as broad a range of audiences as possible, understanding that existing performance times are not always universally accessible.

→ **Ongoing, assessed and reported annually**

We will communicate to our audiences in as clear a way as possible, with inclusive language, legible text and visual formats, and through accessible media (website, social media, printed materials, etc); we will also endeavour to make our box office systems and viewing platforms as accessible as possible.

→ **Continuous evaluation of all communication platforms**

→ **A website accessibility audit to be conducted in advance of the next redesign**

While continuing to serve our existing audiences, we will seek to find new and more diverse audiences for our work. We want as many people as possible to see our work and to experience great Irish theatre. We will work to diversify our audiences by identifying new ways to promote engagement.

→ **Annual analysis and surveys to determine audience demographics and identify opportunities for diversity and development**

Through our Education and Community programme, we aim to deepen engagement in the communities where we present our work; to visit schools where we will foster a love of creativity and theatre in younger audiences; to package our work for online distribution so that community groups and school children all over the world can experience Irish theatre wherever they may be.

→ **Delivery of annual Education and Community programmes**

DRUID ARTISTS, CREATIVE TEAMS AND CREW

Objective

To ensure that professional opportunities at Druid are available to everyone.

Actions

Druid actively seeks to make its casting process and outcomes as equal and inclusive as possible. Druid will prioritise diverse casting processes to reflect the societies in which we produce and present our work. We will hold open auditions in Galway and Dublin annually and will continue to attend end-of-year showcases by theatre training institutions.

→ Ongoing, assessed and reported annually

To ensure that we are accessible at all times to people looking to work with us across all departments, we will create a dedicated email address for people to contact us and ensure this contact information is visible and shared regularly.

→ To be completed by Q1, 2022

Druid has several artist development programmes, designed to grow and foster the next generation of Irish theatre makers: the Marie Mullen Bursary, our New Writing Submission Window; the Druid Debut series of rehearsed readings; our ongoing new writing commissions. We will work to ensure that these programmes, the opportunities they offer, their application processes, and their means of promotion are all equitable and inclusive.

Our application processes are designed to be as accessible as possible and can be completed as a text-based application form or via an audio or video application. All applications and scripts are assessed anonymously.

→ Ongoing, assessed and reported annually

Druid fully subscribes to and supports the Arts Council's Pay the Artist policy. Our artist payment rates are at the top end of the scale in the Irish theatre industry, and we commit to paying all employees a living wage as a minimum.

→ Ongoing, assessed and reported annually

DRUID STAFF AND BOARD

Objective

Druid recognises the rich creative outcomes that diversity brings to an arts organisation, and aims to reflect this understanding through the way it recruits its staff and board.

Actions

We will assess the diversity of our staff and board and consider this assessment in future recruitment and board selection processes.

→ Ongoing, assessed and reported annually

We will continue to recruit and employ our staff and board without discrimination based on gender, sexual orientation, civil status, family status, religion, age, disability, race, membership of the Irish Traveller community, or socio-economic status, as set out in the Arts Council's Equality, Human Rights and Diversity Policy.

→ Ongoing, assessed and reported annually

We will continue to offer flexible working environments to meet the needs of our staff.

→ Ongoing, assessed and reported annually

As established in our Gender Equality Policy, we will continue to maintain gender pay parity, which is assessed annually via a gender pay gap analysis. We will continue to use gender neutral language across our organisation in all formal and informal correspondences and documents.

→ Ongoing, assessed and reported annually

We will introduce an equality, diversity and inclusion awareness training programme for all staff and board.

→ To be rolled out by Q3, 2022

IMPLEMENTATION AND REVIEW

Our EDI policy actions are prioritised and costed in Druid budgets. Our EDI policy will inform decision-making during planning and production meetings, as well as artist development schemes, and staff and board recruitment processes.

Equality, Diversity and Inclusion are strategic priorities for Druid and will be standing agenda items at board meetings; the implementation of the policy is the responsibility of the management and executive; the EDI staff committee will meet quarterly; EDI will be a recurring agenda item for Druid weekly staff meetings; and the policy itself is scheduled for full review by YE2023.

If you have any comments or suggestions on this policy, please phone us on 091 568 660 or email info@druid.ie. We welcome all feedback.