



DIVERSITY & INCLUSION POLICY

INTRODUCTION

Led by David Bolger, CoisCéim is one of Ireland's leading dance companies. It aims to be at the forefront of the evolution of dance as an artform – in performance, in access and participation initiatives, as an advocate for dance and those who work in the sector – to provoke, to inspire, to entertain and to bring contemporary dance theatre to new audiences across diverse settings and media.

We strive for artistic integrity through enabling realistic creative ambition; bringing together artists, technicians and production personnel in ways that stretch, challenge and nourish their practice, the art of performance and audience experience in a manner that places imagination and experimentation at the core of everything we do.

We celebrate collaboration and operate in a direct, open and honest manner. In order to achieve this, it is important that we fully represent the diversity within our society and promote inclusion.

Over recent months, led by the Board of Directors we have conducted a review that included the Board, Executive, staff and a number of key collaborators to identify ways that we can actively involve new communities in our work – as audience members, as participants and as members of our creative, technical and production teams.

We hope that through the initiatives outlined in this Diversity and Inclusion policy, we will be a key part of the process in bringing dance to new communities and cultivating the perception that contemporary dance is an activity that everyone can see and do.

DIVERSITY & INCLUSION POLICY | 2019 - 2021

THEME	OBJECTIVES	ACTIONS 2019 – 2021
<p>DANCE IS FOR EVERYONE</p> <p>Actively encourage meaningful engagement with the artform by new communities to redress current imbalance.</p>	<ul style="list-style-type: none">• To attract new audiences for CoisCéim and the contemporary performance arts from diverse communities• To diversify and widen participation in CoisCéim Broadreach projects to enlarge the community taking part in dance and the contemporary arts• To provide more opportunities for inclusion e.g. relaxed & signed performances, subsidised tickets etc.	<p>In order to encourage new communities to engage with CoisCéim and dance we will:</p> <ul style="list-style-type: none">• Work with umbrella organisations including the New Communities Partnership to establish connections, build long-term relationships to actively encourage new communities to participate in Broadreach projects.• Build on previous experience to coherently connect participation with performance on FRANCIS FOOTWORK together with ways to encourage new communities experience "theatre" for the first time• Include wherever possible relaxed & signed performances in every production run from 2019.• Work with experts in the area to improve data collection & develop an evidence-based system to be effectively evaluate the success of these initiatives.

THEME	OBJECTIVES	ACTIONS 2019 – 2021
<p>CHANGING PERCEPTIONS COMMUNICATION</p> <p>Be proactive in changing perceptions that contemporary dance is "exclusive" and "inaccessible"</p>	<ul style="list-style-type: none"> To portray in multiple ways that contemporary dance as an inclusive activity for everyone to see and do To build new connections to actively market this message to new, more diverse communities to ensure that CoisCéim's commitment to inclusivity is clearly communicated on all promotional materials, physical and digital. 	<ul style="list-style-type: none"> Devise and implement energetically an overarching campaign to run in parallel with all events that celebrates the diversity and accessibility of dance as an artform Increase communications with and promotion of organisations that work with diverse communities to reinforce the fact that dance is for everyone Consider diversity and inclusion at the conceptual stage of any promotional / marketing campaign Actively work together with resource organisations & networks such as Dance Ireland & Dance Travels to promote dance as an accessible artform for all. Develop new relationships with organisations that have expertise in the field of diversity and inclusion such as Artsekta.
<p>ADDRESSING ACCESSIBILITY</p> <p>Ensure that the limitations of the studio at Sackville Place continue to be compensated for elsewhere and that this is clearly communicated</p> <p>Provide more inclusion opportunities</p>	<ul style="list-style-type: none"> To communicate clearly that the company conducts activities in accessible spaces where the studio does not allow To nurture inclusivity to ensure that that people from all backgrounds feel that our studio & activities are welcoming to all. To look for a building in the future that is accessible to all. 	<ul style="list-style-type: none"> CoisCéim will undertake an assessment of the ways in which it can improve accessibility in both the physical and digital domains to become a welcoming space for people from all backgrounds. It will seek expert advice in relation to this review. CoisCéim will devise and implement a digital campaign to inform people of activities that take place outside the building due to limitations at Sackville Place When planning future activities, emphasis will be given to maximising accessibility and inclusivity CoisCéim will investigate options to make more content available on its website including the digital livestream of performances. It is likely that CoisCéim will be looking to move to a new studio in the coming years – in this event the company will work with an access consultant & conduct an access audit which will inform future site selection.
<p>LEADERSHIP & ADVOCACY</p> <p>Deliver on the company's mission statement and its responsibility to set the highest standards for itself and its collaborators.</p>	<ul style="list-style-type: none"> Take steps to ensure diversity is a factor in the selection processes when casting performance and production teams 	<ul style="list-style-type: none"> This Diversity and Inclusion Policy will be published on our website This strategy will be evaluated and reviewed by the Board of Directors each year at an autumn board meeting with a concrete set of targets being agreed for the following twelve months from 2020.

	<ul style="list-style-type: none"> • Actively promote and recognise diversity and inclusion efforts through online platforms • Ensure that potential funders and partners are making adequate efforts to meet guidelines around diversity and inclusion and that our values around inclusivity and diversity are clearly communicated in advance. 	<ul style="list-style-type: none"> • CoisCéim will use its social media channels to promote information relevant to diversity and inclusion and related areas of the company's activities • CoisCéim will consider diversity and inclusion when entering into relationships with potential funders and partners and will include reference to same in contract documentation.
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This policy is published in on our website in the Policies and Procedures section at <https://coisceim.com/about-us/working-with-us/>

If you have any comments or suggestions on this Diversity & Inclusion Policy, please contact our General Manager, Sarah Latty on 01 878 0558 / info@coisceim.com. We welcome all feedback.