



# 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 essential that we fully represent the diversity within our society and promote inclusion.

The initiatives outlined in this Diversity and Inclusion policy build on the 2019 document and form the basis of our evaluation procedure for all our activities and we hope that through this policy we will be a key part of the process in improving equality of opportunity, bringing dance to new communities and cultivating the perception that contemporary dance is an activity that everyone can see and do.

## DIVERSITY & INCLUSION POLICY | 2021 - 2024

THEME	OBJECTIVES	ACTIONS   2021 - 2024
<p><b>DANCE IS FOR EVERYONE</b></p> <p>Actively encourage meaningful engagement with the artform by new communities to redress current imbalance</p>	<ul style="list-style-type: none"> <li>To attract new audiences for CoisCéim and the contemporary performance arts from diverse communities</li> <li>To diversify and widen participation in CoisCéim Broadreach projects to enlarge the community taking part in dance and the contemporary arts</li> <li>To provide more opportunities for inclusion e.g. relaxed &amp; signed performances, subsidised tickets etc.</li> </ul>	<p>In order to encourage new communities to engage with CoisCéim and dance we will:</p> <ul style="list-style-type: none"> <li>Work with umbrella &amp; resource organisations to establish connections, build long-term relationships to actively encourage new communities to participate in Broadreach projects.</li> <li>Build on previous experience to coherently connect participation and performance projects to encourage new communities experience "theatre" for the first time</li> <li>Continue to include wherever possible relaxed &amp; signed performances in every production run.</li> <li>Work with experts in the area to improve data collection &amp; develop an evidence-based system to be effectively evaluate the success of these initiatives.</li> </ul>
<p><b>CHANGING PERCEPTIONS   COMMUNICATION</b></p> <p>Be proactive in changing perceptions that contemporary dance is "exclusive" and "inaccessible"</p>	<ul style="list-style-type: none"> <li>To portray in multiple ways that contemporary dance as an inclusive activity for everyone to see and do</li> <li>To build new connections to actively market this message to</li> </ul>	<ul style="list-style-type: none"> <li>Devise and implement energetically overarching campaigns including bespoke materials for underrepresented communities to run in parallel with all events that celebrates the diversity and accessibility of dance as an artform</li> <li>Increase communications with and promotion of organisations that work with diverse communities to reinforce the fact that dance is for everyone</li> </ul>

	<p>new, more diverse communities</p> <ul style="list-style-type: none"> <li>to ensure that CoisCéim's commitment to inclusivity is clearly communicated on all promotional materials, physical and digital.</li> </ul>	<ul style="list-style-type: none"> <li>Consider diversity and inclusion at the conceptual stage of any promotional / marketing campaign</li> <li>Actively work together with resource organisations &amp; networks such as Dance Ireland &amp; Let's Talk About Dance to promote dance as an accessible artform for all.</li> <li>Develop new relationships with organisations that have expertise in the field of diversity and inclusion.</li> </ul>
<p><b>EMBEDDING INCLUSION &amp; BEING REPRESENTATIVE</b></p> <p>Striving to ensure that CoisCéim reflects present day Ireland in everything we do</p> <p>Improving inclusion opportunities and accessibility</p>	<ul style="list-style-type: none"> <li>To ensure that our company and our activities reflect the entire community</li> <li>To nurture inclusivity to ensure that that people from all backgrounds feel that our studio &amp; activities are welcoming to all.</li> </ul>	<ul style="list-style-type: none"> <li>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.</li> <li>When planning future activities, emphasis will be given to ensuring accurate community representation and inclusivity</li> <li>CoisCéim will continue investigate options to optimise digital content available through its website including the digital livestream of performances.</li> </ul>
<p><b>LEADERSHIP &amp; ADVOCACY</b></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"> <li>Take steps to ensure diversity is a factor in the selection processes when casting performance and production teams</li> <li>Actively promote and recognise diversity and inclusion efforts through online platforms</li> <li>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.</li> </ul>	<ul style="list-style-type: none"> <li>This Diversity and Inclusion Policy will be published on our website</li> <li>This strategy is evaluated and reviewed by the Board of Directors each year.</li> <li>CoisCéim will use its social media channels to promote information relevant to diversity and inclusion and related areas of the company's activities</li> <li>CoisCéim will consider diversity and inclusion when entering into relationships with potential funders and partners and will include reference to same in contract documentation.</li> </ul>

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](mailto:info@coisceim.com). We welcome all feedback.