



Equality Diversity and Inclusion Policy

Dublin Youth Dance Company Equality Diversity and Inclusion Policy

Dublin Youth Dance Company (DYDC) in everything it does, seeks to respect, support and include all of the cultures and voices that make up Ireland today in respect of its core mission - *To lead the development and delivery of high-quality contemporary youth dance in Dublin and nationally.*

DYDC does not discriminate on the grounds of sexual orientation, ethnicity, nationality, class, religious belief, civil status, family status and is opposed to all forms of unlawful and unfair discrimination.

DYDC recognises, respects and values difference and diversity, and embraces equality as part of its way of working across all levels and aspects of the company: youth dance pedagogy and performance, organisational structures and behaviors, strategic and business planning and development and corporate governance and compliance.

DYDC's Equality Diversity and Inclusion commitment is enshrined in its vision and mission articulated in its Strategy *A Time to Grow 2023-2027*:

Our vision is an Ireland with a diverse and vibrant contemporary youth dance culture, where young people from all backgrounds create and perform dance that's high in quality, wide in reach, contemporary in its aesthetic, and deep in its transformation of their lives; we also envision an Ireland where youth dance is both customary and special: a golden thread in the fabric of public provision for young people and we aim to be the flagship organisation for policy and practice in contemporary young dance.

DYDC's mission is to lead the development and delivery of high-quality contemporary youth dance in Dublin and nationally. Our company's strategy, *A Time to Grow, 2023-2027* has four goals: to grow the dance experience, to grow inclusion, engagement and diversity, to grow connections and to grow capacity. Each of these goals expresses DYDC's commitment to Equality, Diversity and Inclusion with Goal 2 being most overtly and particularly targeted.

DYDC's EDI commitment is weaved into the fabric of the organisation, and this Policy will be considered a living document that is both flexible and responsive to the needs of its community and stakeholders. For this reason, each year the Board and relevant staff will

review and discuss the objectives and related actions.

Context

In line with DYDC's Strategy 'A Time to Grow, 2023-2027' and in the context of the Arts Council's Equality, Human Rights & Diversity (EHRD) Policy and Strategy, we commit to positive policy measures to promote equality of opportunity, access and outcomes for all those living in Ireland regardless of their gender, sexual orientation, civil or family status, religion, age, disability, race or membership of the Traveller Community. In accordance with the Arts Council's EHRD Policy and Strategy, we also note the ground of socio-economic status as a further basis for which equality of opportunity, access and outcomes must be guaranteed.

DYDC is committed to its legal obligations under the Equality Acts (1998-2015), the Equal Status Acts (2000-2018) and Section 42 of the Irish Human Rights and Equality Act 2014 (Public Sector Equality and Human Rights Duty) and DYDC aims to remove barriers, bias and discrimination that prevent its stakeholders from realising their potential and contributing fully to its company's mission.

This Policy outlines the steps DYDC will take to ensure its EDI commitments are embedded in working practices across the organisation - including with respect to staffing, partnerships, and initiatives - and how DYDC will promote more equitable and diverse representation in its membership. In addition, the policy takes account of and responds to the priorities and particulars of the field of Youth Culture and Contemporary Youth Dance in which the Company operates. The steps DYDC will take to realise its EDI policy are articulated through three key objectives and linked to a clear action plan.

Objectives

DYDC believes that diversity is a strength that enhances its work and relationships. The Company strives to create a safe and non-discriminatory environment where everyone feels a sense of belonging and feels that they can be themselves while growing as dancers.

DYDC recognises that not all young people have equal opportunities to participate in dance. The Company aims to broaden the range of dance opportunities available to young people specifically in regard to ethnically diverse communities and those from socially deprived areas. DYDC also asserts its abiding commitment to gender diversity with particular focus on the continued encouragement of participation of male and non-binary persons.

Within its commitment to EDI, DYDC has identified three main objectives:

1. Be an equitable and inclusive company where EDI values of equality, openness, trust and safety are embedded in every aspect of its work (pedagogic and performance) and its organisational and governance structures.
2. Create an inclusive environment founded on these EDI values, where young dancers can realise their full creative potential irrespective of race, beliefs, gender orientation or sexual identity.
3. Encourage the participation of young people who are currently under-represented with a specific focus on gender diversity, ethnicity and social disadvantage.

Objective 1

Be an equitable and inclusive company where EDI values are embedded in every aspect of its work (pedagogic and performance) and its organisational and governance structures.

In order to achieve objective 1, DYDC will:

A. Develop knowledge and awareness of this EDI Policy within the board, the executive and the pedagogic/performance teams.

DYDC commits to ensuring that all policies are developed in line with current legislation. EDI matters will be raised at relevant board meetings to ensure that the board and the executive team are aware and supportive of the EDI policy and action plan and take responsibility for ensuring that the objectives of this action plan are met.

The pedagogic team and anyone employed by DYDC will also be given a copy of the policy and will be directed to relevant training in this area.

B. Establish mechanisms to evaluate and measure the outcomes of this policy

A feasibility study in Fingal will broaden dance opportunities available to young people, with a focus on expanding the number of participants from ethnic minority backgrounds. DYDC will evaluate the data collected through the feasibility study to determine whether the actions implemented as a result of the EDI policy have led to the desired outcomes.

Following the feasibility study, additional mechanisms will be established to ensure the policy is up to date and relevant and that its objectives are being met.

C. Consolidate best practice in board renewal

DYDC will ensure that the profile of the board reflects the diversity of our society. DYDC commits inclusion of a variety of perspectives, skills, ages, genders, cultures, and ethnicities. This will ensure effective decision-making, guidance, planning, legacy and risk management

D. Develop and implement a communications plan that speaks to a diverse public in an accessible manner

DYDC will produce accessible content and copy for external communications and will embed images and language that represent a diversity of stories and people. All advertisements of new opportunities will be carefully curated to reflect the Company's commitment to the values articulated in this policy.

Objective 2

Create an inclusive environment founded on values of equality, openness, trust and safety where young dancers can realise their full creative potential.

In order to achieve objective 2, DYDC will:

A. Ensure all DYDC classes are safe spaces, free from bias and discrimination

DYDC will ensure that all members of our classes and ensembles are treated with dignity and respect regardless of gender, sexual orientation, civil or family status, religion, age, disability, race or membership of the Traveller Community.

B. Establish relationships built on equality, openness and trust

DYDC will continue to establish trust with families and young people. Relevant staff members will continue to provide pastoral care where issues arise. Families and ensembles will be informed about the EDI policy and will be made aware of the Company's commitment to learning about matters that arise in relation equality, diversity and inclusion.

C. Commit to ongoing support of staff delivering classes

All staff/teachers/facilitators employed to work in direct contact with young people will be required to read DYDC's EDI Policy and will be directed to relevant training as required/appropriated so as to ensure awareness of EDI matters.

Objective 3

Encourage the participation of young people who are currently under-represented

(with a specific focus on gender diversity, ethnicity and social disadvantage).

In order to achieve objective 2, DYDC will:

A. Investigate barriers for young people to avail of opportunities offered by DYDC

Through a feasibility study in Fingal, DYDC will evaluate its work in a new and more diverse context, and will build on what was learned in the study in terms of access to opportunities. The feasibility study in Fingal will broaden dance opportunities available to young people, with a focus on expanding the number of participants from ethnic minority backgrounds.

B. Increase participation of male dancers in DYDC activities

DYDC will devise projects and activities that will be centred around male dancers, in schools and other settings.

The Feasibility Study in Fingal will produce outcomes that will guide further actions related to developing a programme with a focus on male dancers.

Current figures showing male participation will be compiled and compared to new figures on an annual basis.

POLICY TERMS

Scope

This policy applies to all current and potential employees, board members, dancers, workers, self-employed contractors, volunteers, candidates, suppliers, partners, service users and visitors.

Related Legislation

Equality Acts (1998-2015), the Equal Status Acts (2000-2018) and Section 42 of the Irish Human Rights and Equality Act 2014 (Public Sector Equality and Human Rights Duty)

Other relevant policies

Arts Council policies: Dance policy - Advancing Dance 2022-2025; Paying the Artist; Equality, Human Rights and Diversity; Young People, Children and Education

Responsibilities

Board of Directors

Overall responsibility for the policies and procedures that govern the work of DYDC.

Responsible for ensuring guidelines are in place and that policies and procedures reflect our charitable ethos and commitment to equality, diversity and inclusion.

DYDC Director

Overall responsibility for ensuring DYDC resources are used effectively and appropriately.

All Employees and Volunteers

To follow policies and procedures, promoting best practice throughout the organisation.

Policy Review

Review of impact against the aims of policy: This policy has been drafted for approval by DYDC's director Mariam Ribon and has been approved by the Board of Trustees.

The policy has been communicated successfully to employees and the policy has been made available April 2023. This policy will be reviewed on an annual basis by the Director and the Board and signed off by the Board of Trustees if any changes are made.

Next review date: April 2024.

