



## Equality, Diversity & Inclusion (EDI) Action Plan 2025–2026

*Aligned with Siamsa Tíre's EDI Policy and Arts Council's EDI Implementation Plan 2023–2028*

<b>Objective</b>	<b>Action</b>	<b>Lead Responsibility</b>	<b>Timeline</b>	<b>Outcome/Measure</b>
<b>1. Embed EDI into organisational culture</b>	Appoint EDI Ambassadors at board and staff level; report progress at team & board meetings	CEO & Board Chair	Q4 2025	Regular updates in board minutes; visible leadership commitment
<b>2. Build staff &amp; artist capacity</b>	Annual compulsory EDI training (neurodiversity, disability awareness, Traveller culture, LGBTQ+ inclusion)	HR & Community Engagement Manager	Annually, starting Q1 2026	100% staff & board trained; training feedback incorporated
<b>3. Inclusive recruitment &amp; employment</b>	Review job descriptions, ensure inclusive language, and apply reasonable accommodations	HR & Line Managers	Ongoing	Recruitment monitored; diverse applicant pool
<b>4. Support diverse artistic voices</b>	Prioritise commissioning & presenting work from artists of under-represented groups (e.g., Traveller, migrant, disabled, LGBTQ+)	CEO & Programming Team	Ongoing	Minimum 2–3 productions/exhibitions annually led by diverse artists

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<b>5. Accessible communications</b>	Ensure all communications use plain English, sans serif fonts, alternative formats (large print/audio on request)	Marketing Manager	Ongoing	Accessibility audit of website and print completed
<b>6. Inclusive audience experience</b>	Maintain sensory-friendly events, Irish Sign Language interpretation where possible, and autism-friendly adaptations	Front of House & Technical Team	2026 season	At least 3 inclusive events delivered annually
<b>7. Partnerships with communities</b>	Collaborate with Kerry Traveller Health Project, BelongTo, Irish Wheelchair Association, Ukrainian Culture Club	Community Engagement Manager	Ongoing, 2026	Co-created programmes; evaluation reports
<b>8. Monitoring &amp; evaluation</b>	Annual review of EDI policy with feedback from staff, artists, and youth advisory group	CEO & EDI Ambassadors	Annual (June)	Updated policy actions; progress reported to board & Arts Council