Na Píobairí Uilleann

Equality Diversity and Inclusion (EDI) – Action Plan

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Equality Diversity and Inclusion Action Plan (EDI)

Introduction

Na Píobairí Uilleann (NPU) is committed to fostering an environment where equality, diversity, and inclusion (EDI) are integral to our operations.

1. Workforce Diversity and Inclusion

Objective: To build a diverse workforce and ensure all employees and contractors feel valued and supported.

Actions:

- **Inclusive Hiring Practices:**
    - Advertise job openings widely to reach diverse candidates and ensure job descriptions are free from bias, focusing on necessary skills and experience.
    - Implement blind recruitment techniques, where feasible, to minimise unconscious bias during the selection process.
    - Train hiring managers on unconscious bias and inclusive interviewing methods to ensure a fair hiring process.

- **Training and Development:**
    - Provide regular EDI training for all staff and contractors to promote a culture of understanding and inclusion.
    - Offer equal development opportunities to all employees, with a focus on supporting underrepresented groups.

- **Short-term Contracts:**
    - Include short-term contractors in our EDI efforts and ensure they have access to the same support and development opportunities as permanent staff.
    - Monitor the diversity of short-term hires and address any imbalances.

2. Programme Delivery and Community Engagement

Objective: To deliver inclusive programmes and events that reflect and serve the diverse communities we engage with.

Actions:

- **Event Accessibility:**

  - Ensure all events are accessible to people with disabilities, providing necessary aids such as sign language interpreters or alternative formats for materials.

  - Review event scheduling and locations to ensure they accommodate all community members.

- **Inclusive Programme Content:**

  - Incorporate diverse voices and perspectives into our programmes, reflecting Ireland's cultural diversity and providing platforms for underrepresented groups.

  - Regularly assess programme content to ensure alignment with EDI principles.

3. Organisational Culture and Leadership

Objective: To cultivate an organisational culture that embraces EDI principles, with leadership that champions these values.

Actions:

- **Leadership Commitment:**

  - Ensure leadership is committed to EDI and actively promotes these values throughout the organisation.

  - Include EDI objectives in the performance reviews of leadership and management to ensure accountability.

- **Staff Engagement:**

  - Establish an EDI committee to provide input and feedback on EDI initiatives.

  - Conduct regular staff surveys to gather feedback on EDI issues and use this to inform improvements.

- **Board Oversight:**

  - The Board will regularly review and update the EDI Policy to ensure its relevance and effectiveness, integrating feedback from staff and the community.

4. Monitoring and Evaluation

Objective: To implement robust mechanisms for monitoring, evaluating, and reporting on EDI progress.

Actions:

- **Data Collection:**

    o Collect and analyse data on workforce diversity, short-term contractors, and programme participants to identify trends and areas for improvement.

    o Use this data to inform future EDI strategies and ensure they meet the needs of our community.

    o Continue to collect feedback from our members with visual impairments and implement their recommendations as appropriate.

- **Reporting:**

    o Provide regular EDI progress reports to the Arts Council and other stakeholders.

    o Make EDI progress transparent through annual reports and updates to all employees and the wider community.

5. Compliance with Arts Council Guidelines

Objective: To ensure all activities align with the Arts Council's EDI guidelines.

Actions:

- **Guideline Adherence:**

    o Regularly review the Arts Council's EDI guidelines to ensure compliance.

    o Integrate any updates or new recommendations from the Arts Council into our EDI practices promptly.

6. Continuous Improvement

Objective: To maintain an ongoing commitment to enhancing EDI practices and adapting to new challenges.

Actions:

- **Review and Update:**

- o   Review the EDI Action Plan annually or in response to significant organisational changes.

- o   Incorporate feedback from staff, contractors, and the community to continuously refine and improve our EDI approach.

- **Learning and Development:**

  - o   Engage in EDI training and networking opportunities to stay informed of best practices.

  - o   Share knowledge gained with the organisation to enhance collective understanding and commitment to EDI.