



Equality, Diversion and Inclusion Policy

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Version 1

1. About Réalta, the National Body for Arts and Health in Ireland

Vision

Réalta's vision is for the arts to be embedded into the provision of healthcare in Ireland.

Mission Statement

Réalta's mission is to lead the development of the arts and health sector in Ireland through support, promotion and advancement, and the demonstration of excellence in artistic delivery.

Réalta's core areas of focus are:

- National arts and health training and support
- National advocacy, awareness and sector development
- artsandhealth.ie
- Waterford Healing Arts

Réalta's beneficiaries are artists of all art forms who provide, or are interested in providing, arts and health initiatives; healthcare professionals of all disciplines; arts and health co-ordinators/managers; and patients/ health service users, family members and healthcare staff interested in exploring arts and health opportunities to support their health and wellbeing.

About us

Réalta develops and delivers a range of arts and health training programmes for artists, healthcare professionals and arts and health managers; Provides access to information, mentoring and advice; Supports networking of arts and health practitioners; And engages with the HSE and other policy makers to increase understanding and support of arts and health practice.

Waterford Healing Arts (WHA) delivers its extensive arts programme at University Hospital Waterford (UHW) and other healthcare settings, offering patients, family members, staff and artists opportunities to engage in high quality participatory programmes and environmental enhancement initiatives. In addition, as part of the wider Réalta organisation, Waterford Healing Arts offers its programmes and systems as examples of good practice, it pilots new ideas and initiatives, and this invaluable experience and insight informs Réalta's programmes.

artsandhealth.ie inspires and promotes best practice via sector updates, case studies, commissioned opinion pieces and national and international resources. Additionally, the encyclopaedic resource that is artsandhealth.ie provides a substantial foundation of knowledge, constantly updated, for Réalta.

Together, these activities realise Réalta's mission to lead the development of arts and health in Ireland through support, promotion and advancement, and the demonstration of excellence in artistic delivery.

2. Equality, Diversity and Inclusion (EDI) Policy

2.1 Purpose

In accordance with the Arts Council's 'Equality, Human Rights & Diversity Policy and Strategy', we strive to respect, support and include all of the voices across Irish society that we interact with in our work: organisationally, locally and nationally. These include our employees, Board Members, artists, arts participants, and the wider Arts and Health community.

This EDI Policy is aligned with Réalta's current strategy and as such focuses on delivering equality, diversity and inclusion under four specific pillars:

1. Delivering excellence in artistic programming
2. Supporting artists to deliver arts and health programmes
3. Transforming the hospital environment
4. Championing arts and health practice in Ireland

This policy takes into account the Arts Council's 'Equality, Human Rights & Diversity Policy and Strategy' as well as the following legislation: the 'Employment Equality Acts (1998-2015)', the 'Equal Status Acts (2000-2018)', Section 42 of the 'Irish Human Rights and Equality Act 2014' and the Health Service Executive's (HSE) 'Diversity, Equality and Inclusion HSE Strategy 2019 – 2024'.

At all times we remain cognisant of the discrimination often experienced by artists, employees, audiences and arts workers in terms of gender, marital status, family status, age, disability, sexual orientation, race, religion, membership of the Traveller community (Equal Status Acts, 2000-2018) and socio-economic status (Arts Council). As an organisation that operates across a broad range of healthcare and community contexts with a diversity of people we must have an EDI policy that effectively reflects this reality.

This policy also intersects with a number of our organisational documents: Réalta's Staff Handbook, WHA Codes of Practice, Artist Pay Policy, Employee Recruitment Policy, Board Recruitment Policy and Complaints Policy.

2.2 Scope

This policy applies to all of Réalta's activities including the Waterford Healing Arts programme and artsandhealth.ie. It forms part of Réalta's governance framework.

3. Our Pillars

Our commitment to equality, diversity and inclusion is outlined under the following four pillars:

3.1 Delivering excellence in artistic programming

We strive to ensure in the delivery of our programmes in both healthcare and community settings that we carefully consider barriers to access and the ways to overcome these barriers for our stakeholders. We also aim to reflect continuously upon the diversity of our programme offerings in terms of the artists we engage and the artistic material we utilise.

3.2 Supporting artists to deliver arts and health programmes

We will continue our ongoing commitment to a fair and equitable pay process for our artists and we aim to become a leader in best practice in this respect.

In line with the Arts Council, we assert equality of opportunity and treatment regardless of gender, marital status, family status, age, disability, sexual orientation, race, religion, membership of the Traveller community and socio-economic status.

3.3 Transforming the hospital environment

We will create an atmosphere that is sensitive to the audiences and contexts that our arts aim to enhance. In our transformation of the hospital environment we will also consider our aims of equality, diversity and inclusion in our public art commissioning, exhibition programme and art collection.

3.4 Championing arts and health practice in Ireland

We will elevate a breadth of voices across the Arts and Health sector in Ireland. Our national work will be guided by our commitment to a fairer and more equitable sector for all.

4. Implementation, Monitoring and Consultation

- Réalta is working towards identifying and understanding our strengths and areas of improvement in relation to EDI. We will develop a set of key actions in early 2024. These key actions will have measurable outcomes, and clear lines of accountability to help to ensure long-term changes.
- It will be the practice of Réalta to review and update our EDI policy every two years.
- We will consult with stakeholders (internal and external) on our approach to equality, diversity and inclusion towards the end of the two year period (2024). Based on the resulting information, the Audit, Risk and Governance Committee will review the policy and make recommendations to the Board.
- We will ensure we remain compliant with all applicable legislation.

The Board of Réalta has approved at a meeting on 20.6.22 that the EDI Policy has been well-considered.

Date established: 20 June 2022

Date for review: June 2024