



# Equality, Diversity and Inclusion (EDI) Policy

## CONTENTS

1. About Réalta (p. 3)
2. Purpose of the Policy (p.5)
3. Our Pillars (p.6)
4. Implementation, Monitoring and Consultation (p.7)

### Appendix 1: EDI Goals

### Version 2

## 1. About Réalta, the National Resource Organisation 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. National Arts and Health Training and Support

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 Strategic Plan 2023-2025, 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 National Arts and Health Training and Support

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 has developed a set of key EDI Goals in July 2024. These key goals have will measurable outcomes, and clear lines of accountability to help to ensure long-term changes (Appendix 1).
- 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 28.8.24 that the EDI Policy and Goals have been well-considered.

Date established: 20 June 2022

Date reviewed: 28 August 2024

Date of next review: August 2026

Appendix 1

	Priority Area (corresponding to AC Implementation Plan and/or Réalta EDI policy)	Accountable	Outcome	Key Action/Goal	Timeline
1	Risk assessment of Réalta EDI policy.	Director, Project Coord and ARG.	A strong understanding of the EDI risk across Réalta in relation to the four pillars (objectives) outlined in the Réalta EDI Policy.	<ul style="list-style-type: none"> <li>Assessment to be carried out by the Director and Project Coord with EDI added to the Réalta Risk Register and Management Plan for ARG to review.</li> </ul>	Q3 2024.
2	To deliver artistic excellence in our national and local programming.	Réalta Management team.	UHW and its connected settings are by their nature diverse spaces that bring together different people from an array of backgrounds. However, we are cognisant that societal barriers and discrimination can similarly be replicated in these spaces. We aim to deliver a targeted programme of work that is artistically excellent and inclusive.	<ul style="list-style-type: none"> <li>Project Coord to seek collaborations/partnerships under exhibition programming with underrepresented groups. Currently exploring: UCD research are working with migrant women on a collaborative arts textiles project, led by artist Lorna Donlon. Potential for collab.</li> <li>Include EDI workshop/point of focus in Well Festival of Arts and Wellbeing for 2025.</li> </ul>	Q4 2024 and Q1 2025.



				<ul style="list-style-type: none"> <li>Artsandhealth.ie will continue to strive for more diverse representation of site contributors and experiences. Since 2023, this has been realised through the commissioning of site content exploring displaced communities, Traveller health, and communities with less visible representation (e.g. foster families).</li> </ul>	
3	More accessible and inclusive application processes and systems across our organisation (bursary applications, open calls, recruitment etc.).	Réalta Management team.	More accessible and inclusive application processes and systems.	<ul style="list-style-type: none"> <li>To develop application forms, processes and guidelines that are cognisant of barriers faced by certain demographics of the arts sector in Ireland. These include but are not limited to: disability, literacy struggles, socio-economic status or language.</li> <li>To increase the diversity of our Board of Directors.</li> </ul>	Q3 onwards.
4	A trained, informed and connected workforce.	Réalta Management team.	A Réalta workforce that is confident in their knowledge of EDI.	<ul style="list-style-type: none"> <li>Appoint a designated EDI officer in Réalta to keep abreast of training, sector</li> </ul>	Q3-Q42024 onwards.

				<p>developments, and best practice along with EDI policy changes nationally.</p> <ul style="list-style-type: none"> <li>• To provide EDI training to Réalta staff members.</li> <li>• To cultivate connections with the HSE social inclusion office based at St. Otteran's Hospital.</li> </ul>	
5	Communicating EDI objectives with stakeholders.	Réalta Management team.	A stakeholder base that is well informed of Réalta's EDI policy and/or the latest Réalta opportunities (staffing/bursaries etc.).	<ul style="list-style-type: none"> <li>• Ensure our EDI Policy is communicated and understood by the Réalta team.</li> <li>• Use effective and targeted means to ensure any opportunities offered by Réalta reach the intended EDI arts workers as outlined in Réalta's EDI policy (p.5).</li> </ul>	Q3 2024 onwards.
6	Monitoring and evaluation of EDI Action plan.	Réalta Management team.	A robust plan that progresses Réalta's EDI action plan and policy.	<ul style="list-style-type: none"> <li>• The EDI action plan will be reviewed each year to ensure objectives are being met and reviewed accordingly.</li> </ul>	Q4 2024 onwards.