

**LIMERICK PRINTMAKERS EDI ACTION  
PLAN**

AREA	OBJECTIVES	LEAD	OUTCOME MEASUREMENTS	TIMESCALE
BUILDING - PHYSICAL - ACCESS AT MAIN ENTRANCE	(a) To assess all available options regarding installation of a wheelchair accessible ramp or similar, taking into account heritage, planning permission, & financial considerations (b) To source any available dedicated funding to expedite any development	LP DIRECTOR	To identify a suitable solution to improve accessibility to the LP studio, & to enact developments in a timely fashion as possible	Research 2023 - 2025 Delivery dependent on solution
BUILDING - PHYSICAL - ACCESSIBLE BATHROOM	(a) To assess all available options regarding installation of a wheelchair accessible bathroom, taking into account heritage, planning permission, & financial considerations (b) To source any available dedicated funding to expedite any development	LP DIRECTOR	To identify a suitable solution to improve accessibility to the LP studio, & to enact developments in a timely fashion as possible	Research 2023 - 2025 Delivery dependent on solution
BUILDING - PHYSICAL - ACCESSIBLE ROUTES TO UPPER FLOORS	(a) To assess all available options regarding access to LP' upper floors, taking into account heritage, planning permission, & financial considerations. LP' first floor will become operational from 2025 (b) To source any available dedicated funding to expedite any development	LP DIRECTOR	To identify a suitable solution to improve accessibility to the LP studio, & to enact developments after the previous two listed objectives have progressed/ been resolved	Research 2025 - 2026 Delivery dependent on solution
COMMUNICATING EDI	(a) To make adaptations to LP website to maximise accessibility for those with visual impairments (b) To communicate LP' commitment to EDI by ensuring all policies are featured on the studio's website	LP DIRECTOR & WEB DESIGNER	(a) Adaptions to be completed  (b) Policy to be visible on LP website in pdf form	2025  2024
LP BOARD - ENSURING REPRESENTATION	Identifying skills gaps & currently underrepresented communities within the LP board, & developing the board to more reflective of these going forward	LP BOARD MEMBERS & DIRECTOR	A more diverse board that better reflects LP professionalism & range of stakeholders	2023 - Continuous
COMMITMENT TO REVIEWING & UPDATING LP EDI POLICY ANNUALLY & REFLECTION	To ensure LP' EDI policy & action plan remains current, & to track achievements & flag areas that require additional supports/ improvements	LP BOARD MEMBERS & TEAM	LP' EDI policy & action plan will evolve in line with the organisation & the surrounding landscape	Reviewed Annually

LP TEAM - HIRING PROCESS	That LP will continue to advertise all available roles publically & communicate that it is an equal opportunities employer	LP BOARD MEMBERS & DIRECTOR	That those applying are from a variety of demographics	Continuous/ Whenever roles are advertised
LP BOARD & TEAM - EMBEDDING EDI	That the LP board & team are fully aware of, & have opportunities to contribute to the revising & delivery of LP' EDI policy	LP BOARD MEMBERS & TEAM	A strong awareness & understanding of LP' EDI policy across the LP board & team	Continuous
STUDIO MEMBERSHIP - EMBEDDING EDI	That LP' cohort of studio members are fully aware of, abide by, & have opportunities to contribute to the revising & delivery of LP' EDI policy, which is outlined in LP' membership induction documents	LP TEAM & MEMBERS	A strong awareness & understanding of LP' EDI policy across LP' members	Continuous
STUDIO MEMBERSHIP - PATHWAYS & BARRIERS	(a) That LP better communicates its pathways to studio membership to demographics who have built printmaking/ photography experience in alternative ways outside the traditional educational route	LP BOARD MEMBERS & TEAM	When awareness has increased, & this has been communicated to LP directly; with the ultimate aim to support an even more diverse range of experience within LP	2023 - Continuous
	(b) That LP continues to assess the range of barriers to studio membership & balance these through adaptations & additional supports			
ONGOING COMMITMENT TO ETHICAL PARTNERSHIPS	That LP will continue to partner with organisations who hold themselves to the high standards within ED, including but not limited to community groups, to festivals, sponsors/ funders/ donors, third level institutions, galleries & venues, other studios etc.	LP BOARD MEMBERS & DIRECTOR	Maintenance of LP' reputation as an organisation of integrity	1999 - Continuous
CREATING OPPORTUNITIES	That LP will continue to identify, connect & partner with diverse communities of both place & interest, at all times centring that community & their needs & wants in order to deliver meaningful creative projects . LP also remains committed to (as often as is possible) seeking to identify & source funding or resources for such projects.	LP BOARD MEMBERS & DIRECTOR	Maintenance of LP' reputation as an organisation that partners with a range of communities in a manner that centres the community & its people	2010 - Continuous

