



# EQUALITY DIVERSITY INCLUSION (EDI) POLICY

**UPDATED DECEMBER 2023**

Established in 1999, Limerick Printmakers (LP) is the only print studio in the mid-west of Ireland, and is the longest established physical studio in Limerick. LP provides a range of high quality printmaking facilities and equipment, as well as technical support, exhibition and developmental opportunities to its approximately 70 members in a collaborative and co-operative environment.

## **Vision**

*Limerick Printmakers: An epicentre for printmaking, community and creative experiences.*

## **Mission**

*Limerick Printmakers is a community of creative practitioners that influence, support and promote printmaking and tangible creative experiences.*

*We do this by providing high calibre facilities and maker spaces, and through exhibition, residency, education and community engagement programmes.*

## **Values**

*Openness/ Shared experience/ Curiosity/ Commitment/ Professionalism*

Limerick Printmakers (LP) is committed to ensuring that the tenets of Equality, Diversity, & Inclusion are embedded in all facets of the organisation through a range of practical and tangible actions, and to continuing to develop its EDI policy as a living document in line with the evolving needs of the studio and its many and varied stakeholders.

LP strives to create and maintain a supportive environment, whether within the studio or through any of its off-site partnerships, collaborations, or activities. LP will ensure to remain proactive in protecting the rights of all who engage with the studio in whatever form that may take, and to protecting and actively cultivating diversity in all settings.

The board and management of LP recognises that maintaining these standards requires consistent dedication, vigilance, and the allocation of resources, and is committed to this process.

The Equal Status Acts 2000-2018 prohibit discrimination in the provision of goods and services, accommodation and education. They cover the nine grounds of gender, marital status, family status, age, disability, sexual orientation, race, religion, and membership of the Traveller community. LP also chooses to recognise and include 'socio-economic status' within this policy.

## **LP & ACTIONABLE EDI: ORGANISATIONAL STRUCTURE & PROGRAMMING**

### **GOVERNANCE/ BOARD/ STUDIO MEMBERS/ TEAM & HIRING**

- LP recognises the need to continue to increase the diversity of both expertise and lived experience among its board of directors, and will implement these important considerations in all future appointments and invitations.
- LP ensures its core team, studio members, and sub-contractors are informed of LP policies and their inalienable right to be treated with dignity and respect at all times while engaging with the studio. This encompasses but is not limited to, a clear stance and set of procedures related to any incidences of harassment, bullying, or discrimination of any kind.
- LP is an equal opportunities employer and states this clearly at all points during the hiring and on-boarding process.

### **THE STUDIO/ DEVELOPMENT OF LP PREMISES/ PHYSICAL ACCESS**

- LP is committed to centring all possible reasonable accommodations to its physical premises as it engages with renovations to its ground, first, and second floor. This includes working closely with heritage, conservation, disability and access specialists to collectively decide on the most beneficial and inclusive developments to LP' premises. Research into the feasibility of installing a ramp at the front entrance, and a wheelchair accessible bathroom on the ground floor are underway/ on-going.
- LP will continue to assess non-structural amendments it can make to its facilities to ensure it can offer the most inclusive, comfortable experience to those who engage with the studio space. Examples include the provision of lower tables, additional seating, or extra support.

### **FINANCIAL CONSIDERATIONS**

- LP will continue to provide a concession rate for Annual membership for specific demographics, and to offer two years of reduced membership to recent graduates in recognition of the financial challenges of transitioning to professional art practice.
- LP will also formalize and promote its current discretionary approach to considering those seeking membership from non-traditional backgrounds.
- LP will continue its commitment to sourcing funding to support LP' existing community engagement program, in turn supporting communities and groups to devise and realise creative projects.
- LP will continue its commitment to sourcing funding and maximizing generated income to ensure it is in a position to invest in making the LP studio, website, programs as accessible and inclusive as is possible.
- LP is proud to permanently commit to its Artist Pay Policy.
- LP offers discounts on all adult education to specific demographics.

## **STAKEHOLDER ENGAGEMENT**

- LP will fully inform all potential stakeholders of its EDI policy and updates to its policy.
- LP is committed to only partnering, collaborating, and working with stakeholders of any type who share LP' ethos and commitment to EDI, and who adhere to stringent anti-discriminatory practices.

## **ONGOING MONITORING & EVALUATION**

- LP' will review its EDI policy on an annual basis and update in line with developments.
- LP will track progression of desired adaptations and improvements, and commits to introducing advances in a sustainable, considered way that provides the most benefit.
- LP commits to gathering feedback and consulting with stakeholders of all types to ensure it is genuinely meeting its goals rather than engaging in tokenistic or performative actions.

## **CONTEXT**

LP' ensures that the studio meets the legal obligations of Equality Acts (1998-2015), and the Equal Status Acts (2000-2018).

LP' EDI policy has been informed by The Arts Council of Ireland's own EHRD Policy and Strategy, and the studio has consulted the Arts Council's Equality, Diversity & Inclusion Toolkit.

**TO BE REVIEWED YEAR END 2024**