



The New Theatre
Equality, Diversity and Inclusion (EDI) Policy

The New Theatre is committed to embedding and promoting equality, diversity, and inclusion (EDI) into all our activities and working practices. We recognise our role in contributing towards a vibrant, inclusive, and accessible cultural landscape in Ireland and our responsibility in challenging systemic forms of oppression and barriers to inclusion. The New Theatre is committed to providing and creating a workforce that is free from discrimination and inequality, which allows all employees to thrive and be treated with respect and dignity, no matter their background or characteristics.

EDI Summary:

EDI stands for Equality, Diversity, and Inclusion. As a discipline, EDI is about recognising and embracing the differences that exist within any given setting and providing the necessary support, so everyone feels included and able to thrive personally and professionally within that environment.

- **Equality:** the act of ensuring that processes and programs are impartial, fair and provide equal possible outcomes for every individual.
- **Diversity:** refers to the presence of differences within a given setting; in the workplace, that may mean differences in race, ethnicity, gender, gender identity, sexual orientation, age, and socioeconomic background. We are committed to ensuring that differences are recognised, respected, and valued, evidenced in part by championing representation of diverse lived experiences, on and off screen.
- **Inclusion:** the practice to ensure people (audiences, filmmakers, event contributors, staff and volunteers and the wider community) feel a sense of belonging at work.

This policy expresses TNT's commitment not to discriminate on the grounds of the nine characteristics outlined below. Ireland's equality laws outlaw discrimination on nine characteristics:

1. Gender
2. Civil status
3. Family status
4. Sexual orientation
5. Disability
6. Religion
7. Age
8. Race
9. Membership of the Traveller community

All these grounds are protected from discrimination in employment and in access to good services and facilities. Read more: Employment Equality Act, 1998.

Equality, Diversity, and Inclusion: 2023-24 Strategy & Action Plan

This strategy and action plan outlines the organisation's commitment to meeting and exceeding our duties, employing, and promoting best practice in relation to our core organisational operations, the language we use to communicate and the festivals, events, projects, and opportunities we initiate.

What we have be doing so far:

- Actively advocating for an increased awareness of and commitment to anti-racism, equality, diversity, and inclusion at all levels within our organisation, across our programming and among our networks.
- Identifying the needs of our members in relation to EDI matters, securing and sharing the resources to build knowledge and awareness in the sector.
- Providing mandatory EDI training and courses for our staff / board to complete.
- The New Theatre is accessible and has access means such as gender neutral toilets, wheelchair access, adjustable sound, and light & call buttons.
- Our creative programme is diverse and inclusive. We provide a platform for underrepresented and marginalised voices.
- TNT board will oversee our Action Plan and review and monitor it accordingly.
- Ensuring our online output is accessible (minimal capitals, minimal colour, ALT text).
- Developing and preparing our EDI policy online for publication.

Key Actions and Targets for 2025:

We will:

- Set a target of 50:50 gender representation across the theatre and New Writing programme.
- Provide a breakdown of EDI statistics in our post-event reporting and publicising these statistics on our website.
- Provide necessary training and support to our staff – including Safe to Create and Unconscious Bias Training – and share best practices, toolkits and resources and actively implement them.
- Provide care, cooperation, respect, and accountability in all our interactions, projects, and activities.
- Continue to embed EDI into our programming and the planning of all our events (e.g., diversity of writers and theatre makers, venue accessibility, marketing, and promotion).
- Continue to take proactive measures to promote opportunities to underrepresented groups by hosting plays from diverse directors and creative teams to participate in the theatre and informing our programming team of the organisation's EDI policy to programme with this in mind.
- Use preferred pronouns in meetings with staff.
- Research and implement inclusive and accessible design in our programme, website, workspaces, and social media.

- Survey audience & contributors post plays and New Writing events to review their needs.
- Sign and adhere to The Dignity in the Workplace CODE OF BEHAVIOUR.

The New Theatre will endeavour to collect and evaluate recruitment, programming, and participation (writers, theatre makers, collaborators, attendees, volunteers) data. We will continue to add to this data and continue to refine it. We will share this data and will use it as a basis for identifying and adjusting future strategic priorities.

