



**EVA INTERNATIONAL**  
**IRELAND'S BIENNIAL**

**EVA International:  
Equality, Diversity & Inclusion Policy & Action Plan**

Last Updated: July 2024



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## CONTEXT

### **About EVA**

EVA International is Ireland's Biennial of Contemporary Art. EVA leads in the commissioning and curating of contemporary art by Irish and international artists, culminating in a programme of artistic encounters, exhibitions and education projects, that takes place every two years across venues in Limerick city and beyond. It was founded by artists in 1977 and it remains one of the longest running visual arts organisations in Ireland.

EVA's vision is 'To lead in creating experiences and encounters of world-class contemporary art that activate Limerick as a place of creative endeavour and cultural destination'.

### **Key values that inform our work:**

- Artistic Ambition and Excellence
- Access and Opportunity
- Place and Partnership

### **Key organisational priorities:**

- Programme and Production
- Engagement and Impact
- Sustainability and Development



## OUR COMMITMENT TO EQUALITY, DIVERSITY & INCLUSION

EVA is committed to creating an environment that promotes equality, diversity and inclusion, and to treating all of its employees, partners (artists, curators, producers, volunteers & participants) and audiences equally, regardless of gender, civil status, family status, sexual orientation, religious belief, age, disability, race or membership of the Traveller community, or socio-economic background.

This Equality, Inclusion & Diversity Policy takes into account the Arts Council's Equality, Human Rights & Diversity Policy and Strategy as well as current legislation including the employment Equality Acts (1998 – 2015), the Equal Status Acts (2000-2018), the Disability Act 2015 and Section 42 of the Irish Human Rights and Equality Act 2014, otherwise known as the Public Sector Equality and Human Rights Duty.

EVA implements practices that value diversity, provide equality of opportunity and ensure that no employee, partner (including artists, curators, producers, volunteers & participants) or audience will receive less favourable treatment on any of the nine aforementioned grounds. We also ensure that other policies and practices reflect our commitment to treating people fairly, promoting an integrated way of working and respecting the dignity of our community at all times.

We understand that it is our responsibility to address inequality — and we must continue to develop strategies to connect with the widest diversity of artists and audiences, not only as a means of addressing inequality but also as a means of constantly re-energising artforms. EDI is central to and embedded within EVA's new Strategic Plan 2024-2029 (which will be published at the end of 2024).

The way in which inequality is experienced is complex and intersectional, and our understanding of inequality is constantly changing. We understand that it is therefore important to undertake regular consultation processes, and to monitor aspects of our programming and operations on an ongoing basis to ensure we stay up to date with current thinking, and that we remain open to new connections and ways of working. All members of the Board and Staff are required to become familiar with the values and commitments outlined in this policy and to work towards its effective implementation.



## MONITORING & EVALUATION

This policy is a commitment to an important piece of work ahead. In order to ensure the effective implementation of the policy, we have developed the following plan for monitoring and evaluating progress.

- At Board level, there will be a progress report on the policy roll out at alternate Board meetings and it will be an agenda item in the annual review and planning sessions. At these sessions, the Board will evaluate whether the aims and objectives of the policy are being achieved or whether additional measures are required.
- Staff will be encouraged to provide feedback on the implementation and review of this policy through team meetings and as part of feedback sessions on individual projects and events.
- The EVA Director is responsible for ensuring that this policy is implemented. However, all the team have an individual responsibility to ensure that the objectives are met with. The Board is responsible for reviewing this policy after each edition of EVA, and monitoring its effectiveness.



## ACTION PLAN

### Overview & Timeline

	01-02 / 24	03-04 / 24	05-06 / 24	07-08 / 24	09-10 / 24	11-12 / 24	01-02 / 25	03-04 / 25	05-06 / 25	07-08 / 25	09-10 / 25	11-12 / 25
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#7 Enhance communications accessibility												

## ACTION PLAN - Detailed View

	<b>Policy familiarisation, values and commitments</b>
<b>Actions</b>	<ul style="list-style-type: none"> <li>- Disseminating copies of the policy (digital/hardcopy) to the whole team;</li> <li>- Producing a progress report on the policy roll out during alternate board meetings;</li> <li>- Including EDI policy as an agenda item in the annual review and in planning sessions to evaluate whether the objectives of the policy are being achieved;</li> <li>- Facilitating staff meetings to provide feedback on the implementation and review of this policy, as part of feedback sessions on individual projects and events.</li> </ul>
<b>Timeline</b>	January 2024 - December 2025
<b>Resource requirements</b>	EDI policy, general administration, website updates, meeting space, Board participation, and Staff participation.
<b>Outcome</b>	Board and Staff are familiarised with the values and commitments outlined in this policy, and are actively participating in its implementation and ongoing review.

	<b>Consultation and training</b>
<b>Actions</b>	<ul style="list-style-type: none"> <li>- Engaging staff with online and in-person EDI training;</li> <li>- Engaging staff with 2 EDI peer workshops with different consultants and community groups related to / participating in the 41st EVA programme;</li> <li>- Appointing a part-time access coordinator to undertake a review of our current mediation processes for the 41st EVA edition.</li> </ul>
<b>Timeline</b>	October 2024 - June 2025
<b>Resource requirements</b>	Staff participation, general administration, meeting space, and a budget allocation for training subscriptions, consultant and coordinator fees, and technology support.



<b>Outcome</b>	Staff will be familiar with current EDI best practice, and better equipped with the relevant tools to develop strategies to connect with the widest diversity of colleagues, artists and audiences.
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	<b>Develop new approaches and supports for artistic engagement and participation that prioritise concerns of access and diversity</b>
<b>Actions</b>	<ul style="list-style-type: none"> <li>- Working with Iarlaith Ní Fheorais and Roy Claire Potter to develop and deliver an open call (as part of EVA's Platform Commissions) to commission artworks that re-define ideas of access in the arts for the 41st EVA International;</li> <li>- Mentorship support through all stages of development and delivery.</li> </ul>
<b>Timeline</b>	January 2024 - December 2025
<b>Resource requirements</b>	General administration, communication assets, EVA staffing, budget allocation for artist access costs, selector and artist fees, participant fees, production costs, studio visits, mentorship fees, communications, and venue costs.
<b>Outcome</b>	EVA commissions new works that showcase an excellence and diversity of artistic presentation for the 41st EVA International – Ireland's Biennial of Contemporary Art.

	<b>Strategies of diversity across the EVA Team and Board</b>
<b>Actions</b>	<ul style="list-style-type: none"> <li>- Assess current diversity levels, collecting data on demographics such as gender, race, ethnicity, age, sexual orientation, and other relevant factors;</li> <li>- Set clear diversity goals that are aligned with EVA's values and mission;</li> <li>- Develop inclusive recruitment practices such as using diverse recruitment channels, and ensuring descriptions are free from bias;</li> <li>- Measure progress;</li> <li>- Review policies and procedures every 2 years to ensure they are inclusive and support diversity efforts.</li> </ul>
<b>Timeline</b>	July 2024 - November 2025





<b>Resource requirements</b>	Board participation, staffing, EDI consultation, meeting space, administrative and strategic planning.
<b>Outcomes</b>	<ul style="list-style-type: none"> <li>- Promoting a culture of inclusivity and diversity where all members feel valued and respected for their individual contributions, fostering higher levels of engagement, morale, and satisfaction amongst the team;</li> <li>- Increasing adaptability within the team. Embracing different viewpoints and approaches, enabling the team to be more flexible in responding to evolving conditions and opportunities.</li> </ul>

	<b>Implement 'Safe to create code of behaviour' pledge across all EVA team</b>
<b>Actions</b>	<ul style="list-style-type: none"> <li>- Declaration of adoption of the 'safe to create code of behaviour' has been signed off by the EVA Board (2023);</li> <li>- All current members of Staff have signed the employee pledge and undertaken <i>Safe to Create Dignity in the Workplace</i> training (2023);</li> <li>- Dissemination of the pledge to new Staff or Board recruits, and artistic partners as part of our working agreements;</li> <li>- Ensure signed declarations have been collated on file with related contracts and partner agreements.</li> </ul>
<b>Timeline</b>	November 2023 - December 2025
<b>Resource requirements</b>	General administration, and team participation.
<b>Outcome</b>	All members of the 41st EVA team will have read and agreed to contribute to creating a safe inclusive and respectful workplace for all.

	<b>Broaden the public reach with focus on diversifying the profile of EVA audiences</b>
<b>Actions</b>	<ul style="list-style-type: none"> <li>- Prioritising, supporting and facilitating artists' projects that directly engage with marginal communities and identities;</li> <li>- Implementing EVA engagement initiatives which build engagement over medium-long-term projects, for example the delivery of EVA's key school's engagement project— a free educational pack developed for primary and secondary schools in Limerick,</li> </ul>

	<p>focussing on overcoming language barriers to contemporary art engagement— a continuation of EVA's Better Words initiative.</p> <ul style="list-style-type: none"> <li>- Ensuring EVA venues and programmes are free, open to all, and mobility accessible;</li> <li>- The continuation of EVA's Engagement Leader programme—a paid training initiative to enhance visitor engagement and public access across the 41st EVA International.</li> </ul>
<b>Timeline</b>	February 2025 – November 2025
<b>Resource requirements</b>	Communication assets, general administration, budget allocation for EVA staffing, for public access costs, education facilitation, artist and participant access costs, artist and participant fees, production costs and venue costs.
<b>Outcomes</b>	<ul style="list-style-type: none"> <li>- Tailoring programmes to meet the needs of different demographic groups to ensure that EVA programmes are accessible and relevant to the broadest range of people;</li> <li>- Increasing the diversity of exhibition public audiences and participants.</li> </ul>

	<b>Enhance communications accessibility</b>
<b>Actions</b>	<ul style="list-style-type: none"> <li>- Introduction of Platform Commissions submission forms in PDF, audio form, and large print text versions;</li> <li>- Undertaking a review of exhibition mediation material approach, appointing a part-time Access Coordinator to support the team to resource audio and large print versions of exhibition mediation;</li> <li>- Referring to resources acquired from ADI's Arts and Disability training, and the Access Toolkit for Artworkers (authored by Iarlaith Ní Fheorais);</li> <li>- Publishing an access statement on the EVA website for the 41st EVA International as part of our communication and public engagement plans, covering venue and programme accessibility details.</li> </ul>
<b>Timeline</b>	January 2025 - November 2025
<b>Resource requirements</b>	EVA staffing, Designer, communication assets, general administration, budget for public access costs, technology supports and software.
<b>Outcome</b>	Improved communication accessibility that is adaptable to different needs of artists and audiences.



## APPENDIX

EVA has referred to the Arts Council's Equality, Diversity and Inclusion glossary terminology [here](#) (noted as current as of January 2022).