

The Model

The Model Equality, Diversity & Inclusion Policy

The Model, home of The Niland Collection is open to everyone and cares deeply about becoming more culturally diverse and inclusive. Our Equality, Diversity and Inclusion Policy (EDI) therefore sets out our commitment to taking actions to actively deepen our understanding of inequalities in the arts and to develop ways to address them. The nine protected grounds of discrimination, as outlined under Irish equality legislation, (Equal Status Acts 2000–2018, and Employment Equality Acts 1998–2015), are fundamental pillars of our policy. They are gender, civil status, family status, sexual orientation, religion, age, disability, race (including ethnicity and nationality), and membership of the Traveller community. We are committed to creating a cultural environment where everyone can experience, contribute to, and be inspired by the arts — free from discrimination and rich in opportunity. We commit to treat equally all visitors, staff, tenants, service users, and contractors, regardless of these characteristics, or any other factors such as socio-economic background or gender identity. Discriminatory, offensive, or inflammatory remarks or behaviour—of any kind—constitutes harassment and will not be tolerated at The Model.

Our policy has been developed within a broader policy framework and is informed by:

- Disability Act 2005
- Irish Human Rights and Equality Commission Act 2014
- General Data Protection Regulation (GDPR) 2018
- Arts Council of Ireland EDI Policy
- National and International Arts Institutions & Festivals EDI Policies & Action Plans
- Equal Status Acts 2000–2018
- Employment Equality Acts 1998–2015
- UK Equality Act 2010, where relevant

These legislative frameworks provide the foundation for preventing discrimination, harassment, and exclusion in all our organisational activities.

1. Core Values

We recognise the vital role The Model plays in reflecting the richness and complexity of society, supporting artists, and engaging audiences from all backgrounds.

Our three core aims — Championing Art and Artists; Engaging with Audiences and Communities; and Caring for The Niland Collection — are underpinned by EDI values, which inform our programming, partnerships, and internal practices.

Equality ensures fair access and outcomes by addressing barriers individuals or groups may face due to systemic inequality.

Diversity encompasses the variety of identities, experiences, and perspectives across race, ethnicity, gender, sexual orientation, age, disability, socio-economic status, religion, and other characteristics.

Inclusion means creating environments where everyone feels welcomed, respected, supported, and empowered to contribute fully.

We recognise the power of language and imagery in shaping public perception and commit to ensuring that all communications, including programme descriptions, artist profiles, and promotional materials, represent individuals and communities with accuracy, dignity, and respect, actively avoiding stereotypes, tokenism, and reductive language.

We recognise that individuals may experience overlapping and intersecting forms of discrimination based on multiple aspects of their identity, and we are committed to addressing these complexities in our work.

2. Core Principles & Organisational Commitments

Building on our core values of Equality, Diversity, and Inclusion, The Model is committed to embedding these principles throughout all areas of our organisation. Our approach is guided by the following core principles and practical commitments:

2.1 Organisational Culture & Governance

- Promote diverse representation and inclusive governance across Board, staff, volunteers, and artists.
- Provide ongoing EDI training and development to build awareness and capacity.
- Foster open, respectful dialogue and a culture of dignity.
- Embed EDI goals within organisational strategies and evaluation frameworks.

2.2 Artists & Artistic Programme

- Deliver programming that reflects contemporary society's diversity, ensuring inclusion of underrepresented groups and balanced representation across protected characteristics.
- Support artists from diverse and marginalised backgrounds through commissioning, residencies, mentoring, and partnerships.
- Develop innovative and accessible working methods with artists to break down barriers and foster broader engagement with the arts including:
 - Supporting the participation and leadership of disabled artists through accessible residencies, commissions, and collaborations, removing structural and practical barriers to creative engagement.
 - Supporting artists from socio-economically disadvantaged and underrepresented backgrounds, recognising that financial inequality remains a barrier to access and visibility in the arts.
 - Amplifying the voices of members of the Traveller community through our programming, partnerships, and engagement strategies, recognising the unique cultural identity and barriers faced by Travellers in the arts.

2.3 Audiences, Communities & Public Engagement

- Deepen long-term engagement with diverse communities, including migrant, newly arrived, rural, socio-economically disadvantaged, neurodivergent, and disabled audiences, & remove invisible barriers to engagement
- Remove physical barriers to participation through the provision of an accessible venue.
- Build on partnerships with community organisations to foster inclusive access.
- Provide tools such as sign language interpretation, step-by-step pre-visit guides, audio description, sensory-friendly programmes, and clear accessibility information.

2.4 Workplace Equality & Inclusion

- Ensure fair recruitment, selection, promotion, and retention practices that are transparent and free from bias.
- Recognise and value diversity within employees, contractors, volunteers, and trainees, creating a respectful and inclusive work environment.
- Address incidents of harassment, bullying, discrimination, and offensive behaviour promptly and effectively.
- Provide reasonable accommodations for employees and volunteers with disabilities or additional needs.
- Work to broaden access to opportunities through inclusive recruitment, outreach, and internships aimed at those from underrepresented backgrounds.

2.5 Communication & Transparency

- Publish and promote our EDI policy and action plan across digital and physical platforms to ensure transparency and accountability.
- Make this policy available in plain English and other accessible formats upon request to ensure that everyone can understand and engage with our commitments.
- Incorporate inclusive language in communications and publicity.

- Actively seek feedback from staff, artists, audiences, and communities to inform continuous improvement.
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3. Implementation & Responsibilities

- Leadership / Active Ownership: Learning & Public Engagement Curator in consultation with Artistic Director is responsible for policy implementation, monitoring, and reporting.
 - Staff & Volunteers: The Model team contribute to upholding EDI principles and creating an inclusive environment for all at The Model.
 - Recruitment & Selection: Artistic Director in consultation with the Board of Directors ensures consistent non-discriminatory approaches to recruitment procedures.
 - Complaints: The complaints procedure is documented in The Model's Employee Handbook (aka Policies & Procedures Handbook). Complaints will be dealt with in a clear, confidential, and fair manner as outlined in the handbook.
 - Procurement and Supplier Standards: Ensure contractors and suppliers uphold The Model's EDI values by confirming compliance with relevant equality legislation, sharing their own EDI standards, and committing to fair, inclusive employment and service practices.
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4. Accessibility

- Comply with best practices to ensure that programmes and exhibitions are inclusive and accessible to all.
 - Provide appropriate accommodations and support for visitors & artists with disabilities, in line with best practice.
 - For information regarding access to The Model building go to www.themodel.ie/visit/visitor-information/
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5. Monitoring, Evaluation & Continuous Improvement

- Conduct regular reviews of EDI objectives in organisational meetings, including board and staff forums.
 - Engage external experts, community partners, and stakeholders for guidance and feedback.
 - Review the policy annually to benchmark progress and to reflect changing contexts and learnings.
 - Collect anonymised demographic data (where appropriate and with consent), including through voluntary self-identification surveys of staff, board members, programme participants, exhibiting artists, service users, and audiences, to help measure progress and identify gaps in representation.
 - Publish an annual EDI progress update and invite feedback from communities, partners, and stakeholders to hold ourselves accountable and adapt to evolving needs.
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6. Action Planning & Development

We are committed to embedding EDI principles into our day-to-day operations and long-term planning. Actions include:

- Establish an EDI Committee with representation from the Board of Directors, and key staff - the Learning and Public Engagement Curator, and the Artistic Director.
- Provide EDI Training (e.g., Safe to Create) for all staff and volunteers, with a focus on unconscious bias, anti-racism, dignity at work, intercultural competence, and accessibility.
- Expand partnerships with organisations that advocate for underrepresented communities.
- Develop inclusive, participatory programming that reflect diverse voices and experiences.
- Enhance audience access through improved tools and services, ensuring all visitors can engage fully with our programme. For example, for visually

impaired (VI) visitors, this may include large-print panels, multi-sensory discovery boxes, audio-described tours, multi-sensory workshops, and an online step-by-step pre-visit guide.

This EDI Policy is accompanied by a detailed three-year Action Plan (2025–2028).

7. Contact

If you have experienced discrimination by The Model or harassment at any of our events, please contact the designated EDI contact at education@themodel.ie, or the Director at emermcgarry@themodel.ie. All concerns will be handled in line with The Model's Policies and Procedures Handbook. We welcome feedback and collaboration that supports our commitment to equality, diversity, and inclusion. For questions or concerns specifically related to this policy, please contact education@themodel.ie.



Signed: Director, Emer McGarry

Date: