

# NEW MUSIC DUBLIN

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**Equality, Diversity and  
Inclusion Action Plan 2026**

| Objectives                                                                                                                                                                                                                                                                                                          | What success looks like                                                                                                                                                                                                                                                                                         | Actions                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | How will we measure success?                                                                                                                                                                                                                                                                                                                       |
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| All of our employees, contractors, freelancers, co-creators and participants feel welcomed and supported to do their best work, that they are contributing to their full potential, and that their voices are heard, understood and valued                                                                          | <p>Positive feedback and reported high levels of job satisfaction via anonymous channels (e.g monitoring forms)</p> <p>Negative feedback / complaints are responded to and dealt with in a timely fashion according to established procedures and policies</p> <p>High staff retention / low turnover rates</p> | <p>Develop anonymised feedback channels (inc. monitoring forms)</p> <p>Ensure complaints procedures, Safe to Create training, and full EDI policies are clearly signposted and circulated at commencement of employment / contract</p> <p>Regular informal “check ins” with staff, and annual appraisals</p> <p>Develop “access riders” for all contracts</p>                                                                                                                                                                                                                             | <p>High staff retention / low turnover rates</p> <p>Reported high levels of job satisfaction</p> <p>Complaints and suggestions are dealt with appropriately and in a timely manner</p>                                                                                                                                                             |
| <p>We seek out, recognise and make use of opportunities for inclusion of minority groups in all our activities</p> <p>We look beyond our pre-existing networks and communities to identify, develop and work with new talent</p> <p>The overall programme of the festival reflects gender balance and inclusion</p> | <p>Increasing diversity of board and staff</p> <p>Increasing minority representation across our performers and composers</p> <p>Increasing minority representation in our participants and audiences</p>                                                                                                        | <p>Develop partnerships with organisations that will enable us to connect with underrepresented communities and those at the intersections of marginalised identities for staff, board, performers, composers, participants and audiences</p> <p>Work with specialist partners to ensure marketing materials, channels and ticket pricing structures are accessible</p> <p>Translate marketing materials, and ensure imagery shared about the Festival is representative of wider society, and upgrade website to ensure accessibility, including readability options and translation</p> | <p>In this year, we will be going to pro-actively gather data in partnership with NCH and our partner organisations using a variety of methods, and hold accurate, meaningful, and useful data on the diversity of our board, staff, performers, composers, participants and audiences to inform our forward planning and evidence our impact.</p> |

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| <p>We will promote, through positive measures, our principal objectives with all of our partner organisations, including sharing and co-developing initiatives which promote these objectives</p> | <p>Increasing minority representation across performers and composers on our stages</p> <p>Increasing minority representation in our participants and audiences</p> | <p>Develop “access riders” for all contracts</p> <p>Work with partners to ensure all marketing materials and channels are accessible</p> <p>Develop and foster links in collaboration with our partner organisations to enable us to connect alongside them with underrepresented communities and those at the intersections of marginalised identities for performers, composers, participants and audiences</p> <p>Translation of marketing materials if appropriate</p> <p>Ensure imagery shared about the Festival by partners is representative of wider society</p> | <p>We pro-actively gather data using a variety of methods and hold accurate, meaningful, and useful data on the diversity of our board, staff, performers, composers, participants and audiences to inform our plans and evidence our impact</p> |
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