

NEW MUSIC DUBLIN

**Equality, Diversity and
Inclusion Action Plan 2026/27**

ACTION PLAN 2026/27

Objectives	What success looks like	Actions	How will we measure success?
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	Positive feedback and reported high levels of job satisfaction via anonymous channels (e.g monitoring forms) Negative feedback / complaints are responded to and dealt with in a timely fashion according to established procedures and policies High staff retention / low turnover rates	Develop anonymised feedback channels (inc. monitoring forms) Ensure complaints procedures, Safe to Create training, and full EDI policies are clearly signposted and circulated at commencement of employment / contract Regular informal “check ins” with staff, and annual appraisals Develop “access riders” for all contracts	High staff retention / low turnover rates Reported high levels of job satisfaction Complaints and suggestions are dealt with appropriately and in a timely manner
We seek out, recognise and make use of opportunities for inclusion of minority groups in all our activities We look beyond our pre-existing networks and communities to identify, develop and work with new talent The overall programme of the festival reflects gender balance and inclusion	Increasing diversity of board and staff Increasing minority representation across our performers and composers Increasing minority representation in our participants and audiences	Develop partnerships with organisations (e.g. Dublin Deaf Village) 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, with a focus on d/Deaf performers, composers, audiences and participants in 2027. Translate and adapt 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	In this year, we will continue 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.

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	Increasing minority representation across performers and composers on our stages Increasing minority representation in our participants and audiences, in particular with d/Deaf audiences and participants.	Develop “access riders” for all contracts Work with partners to ensure all marketing materials and channels are accessible Develop and foster links in collaboration with new and established partner organisations (in particular those representing members of the d/Deaf community in 2027) to enable us to connect alongside them with underrepresented communities and those at the intersections of marginalised identities for performers, composers, participants and audiences Translation of marketing materials, if appropriate Ensure imagery shared about the Festival by partners is representative of wider society Develop “d/Deaf friendly” festival in partnership with NCH and other venues, putting in place technological, physical and programming provisions to support access to the festival.	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
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