

DIVERSITY, EQUALITY, INCLUSION POLICY 2024

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1. About Photo Museum Ireland

Photo Museum Ireland is the national centre for contemporary photography and the leading space for photography in Ireland showcasing exciting work by Irish and international photographers.

We are committed to building the profile of the Museum, as a leading cultural institution that fosters creativity, diversity, innovation and artistic excellence in contemporary photography internationally. We are focused on creating a dynamic and inclusive space that reflects the diversity of contemporary Ireland.

Free and open for all, our dynamic exhibition programmes showcase the best of Irish and international photography. We support Irish artists' development through residencies, commissions, curatorial advice and advocacy, artists' subsidised production facilities, photobook publishing, touring and international promotion. We also run Ireland's specialist photography bookshop and publish monographs by Irish artists.

Our broad-ranging programme of talks, events, workshops and training programmes offers opportunities for people to engage with contemporary photography and visual culture in open and accessible ways.

Our education programme supports artist-led projects to work with diverse groups and communities across Ireland and abroad to build access and creatively address and reflect important societal issues.

Founded in 1978 as the Gallery of Photography, the Museum is located in an award-winning space in Temple Bar, Dublin's cultural quarter. Since 1978 we have delivered award-winning broad-ranging programmes to diverse audiences across Ireland and internationally. With an average of 65,000+ visitors per annum, we are the most visited photography organisation on the island of Ireland.

Vision: great photography is for everyone.

Mission: We are the leading museum for photography in Ireland. We connect people with inspirational, thought-provoking visual culture. We preserve, curate and promote great photography and support the artists of today and tomorrow.

Values: Our values guide and shape how Photo Museum Ireland works.

We value:

- Integrity, which includes upholding ethical standards, showing respect to others, and maintaining an accountable, open and transparent culture.
- Leadership, Expertise & Innovation, by staying at the forefront of our sector, continuously seeking new and better ways to serve our community of artists and audiences.
- Excellence is the foundation of everything we do.
- Openness and inclusivity, which creates an environment where all feel appreciated and welcome, collaborating effectively to achieve our goals.

2. Process for Writing the Policy

The initial draft of this policy was developed by Photo Museum Ireland's DEI panel of advisors in a series of meetings during 2024. The panel is comprised of individuals with direct expertise in the area of diversity, equality and inclusion.

The policy is a development of Photo Museum Ireland's existing **Diversity, Equality, and Inclusion** policy developed by the staff and consultant Maureen Gilbert following DEI training approved by the Board of Trustees in 2021.

This policy is developed in line with the Museum Standards Programme of Ireland. DEI is integral to everything we do. It is a Strategic Priority in our Strategic Plan 2024-2028¹ which aims to:

Promote visual literacy through innovative education programming. We believe photography has a unique ability to engage wide, diverse audiences and we are committed to providing a wide range of socially inclusive opportunities for the lifelong discovery and enjoyment of photography and visual culture.

1. Photo Museum Ireland Strategic Plan 2024-2028. Strategic Priority 4: Promote visual literacy through innovative education. See Appendix 1

3. Diversity, Equality & Inclusion Policy

Key goals and objectives:

- Develop new systems and invest in resources to improve and increase access.
- Actively promote diversity and equality of opportunity for all persons we engage with through resonant, innovative programming that specifically addresses key issues.
- Encourage greater diversity in the profile of the organisations, communities, groups and audiences we engage with to address barriers to access.
- Support the development of artists from diverse backgrounds.
- Develop and deliver new in-house DEI programmes to actively encourage access and engagement with wide and diverse audiences.
- Develop opportunities for hands-on learning and engagement.
- Design innovative programmes to engage marginalised and hard-to-reach groups across the island of Ireland.

Assessment and Analysis:

- Evaluate impact and outcomes and assess gaps and areas for improvement.
- We will continue to monitor and assess the current state of diversity, equality, and inclusion within our organisation.
- We will collect data on demographics, representation, employee engagement, workplace culture and any existing barriers or challenges.
- Analyse the data to identify gaps and areas for improvement.
- Constantly work to improve our access.
- Ensure that the views and opinions of our audiences are incorporated into our future planning.

DEI Panel of Advisors: Criteria for the selection of DEI advisor:

- The members of the DEI advisory committee are recruited based on their expertise and experience in the sector.
- The panel is comprised of 3 individuals with different experiences in DEI.
- We will strive to continue to develop the panel to ensure we have as diverse a panel as possible.
- Terms of engagement will be agreed upon - we propose a term of 3-years with an option to renew for 3 years.
- 4 meetings will be held annually.

Goals and Objectives:

- Our DEI plan will set out specific, measurable, attainable, relevant, and time-bound (SMART) goals that address the identified gaps and challenges. We will aim to engage a diverse and increase diversity in leadership positions by 5%.
- We will aim to reduce employee turnover among underrepresented groups by 5%.

Strategies and Initiatives:

- We will focus on developing awareness of the needs of people with disability
- We will work to develop programmes and build access for hard-to-reach and/or marginalised groups.
- We will implement the findings of our Access Audit
- All staff will undergo *Safe to Create* Unconscious Bias training
- All staff will have training and mentoring plans in place
- Our HR and employment policies will actively aim to attract diverse talent, etc.
- We will continue to develop programmes and resources to address barriers to inclusion.

Implementation DEI Plan 2024-2027:

- Our DEI plan outlines our detailed strategy and initiatives.
- It defines roles and responsibilities for executing the plan.
- It sets out milestones, timelines and performance indicators to track progress.
- We are actively investing in resources and programmes to increase access.

Communication and Training:

- We workshop and communicate the DEI strategy to all employees, stakeholders, and external partners.
- All staff have undergone *Safe to Create* training and Garda Vetting
- Annual staff training programmes will be agreed upon at annual staff reviews to enhance awareness, knowledge, and skills related to DEI.
- We offer training to ensure that all Staff, Executives and Trustees are educated, accountable and equipped with effective tools and strategies to counter unconscious bias and combat racist or discriminatory behaviour, institutionally or individually.
- We will ensure that internal and external communications are accessible and inclusive to all.
- We will follow NALA Guidelines for Good Adult Literacy Work.

Measurement and Evaluation:

- Our team monitors metrics and indicators for events and activities to assess the effectiveness of the DEI strategy.
- This includes qualitative and quantitative evaluation designed in a creative and accessible format
- We have monitoring systems to gather and analyse data and support detailed reporting.
- We will monitor progress towards goals and make adjustments as necessary.
- We will remember that considering different perspectives throughout the process (including during reflection and evaluation) will lead to a stronger policy with greater longevity.

Accountability and Transparency:

- As a charity, our organisation is committed to full SOPR accountability and transparency in the DEI journey.
- We hold our team leaders and employees accountable for their actions and behaviours related to DEI. Any infringements will be recorded and reported.

Commitment to Sustainability and Continuous Improvement:

- We commit to increasing accessibility for people with disabilities, who have learning difficulties or other impairments that may restrict their engagement with Photo Museum Ireland both physically and online.
- We take a zero-tolerance approach to racism, discrimination or bias towards any individual or group and will take appropriate action against any instances we are made aware of.
- We will annually monitor, review and adapt our commitment and action plan to remain relevant and effective and report progress to staff, the Board of Trustees, stakeholders and other relevant parties.
- We will not tolerate discriminatory behaviour on our premises and for all off-site activities related to our work.
- We will take advice from our expert panel, artists, special interest groups, communities and experts in the field.
- We will aim to ensure that this policy is representative and that the voices, experiences, and needs are being heard.
- We will be mindful of those who are being silenced, and importantly, why this is occurring.
- We follow specific and informed measures that ensure equal access, representation and opportunities for currently under-represented groups within our workforce, collaborators, participants and audiences.
- We acknowledge that this policy and plan is a process that requires continuous review and development that will inform all areas of operations.
- Our DEI plan, developed with input from our DEI expert panel of advisors will be subject to an annual progress review.

- We place importance on continuous learning, feedback, and improvement in the DEI strategy.
- Innovation & Growth – we will leverage the creativity of our diverse talent to grow ideas and best serve our stakeholders.
- Social Responsibility – we work towards the advancement of DEI by creating meaningful community partnerships to ensure that marginalised groups are the drivers of change in their work with us and within their communities.
- Supplier Diversity – we ensure we have a diverse supplier base and this, in turn, influences the supplier industry.
- We commit to implementing specific and measurable recruitment procedures to diversify our workforce – especially in senior positions - and to evidence creative and professional development pathways for ethnic minorities and other under-represented groups within our organisation.
- We ensure that any creative or employee decision-making bodies (including juries, selection or interview panels) adhere to best DEI practices and are reflect of our DEI values.

Conclusion:

Photo Museum Ireland is optimistic and determined to create a diverse, equitable, and inclusive organisation.

- We believe that photography can be a catalyst for change in society.
- We understand that requires us to play an active role in making change happen, and to do so we must be open to learning more, challenging ourselves, and listening to others.
- Continuous reflection: this policy is not an end in itself. It creates room for change. All of this will help us to prepare for change, and to make it a success.

Appendix 1

Photo Museum Ireland Strategic Plan 2024-2028

Strategic Priority 4: Promote visual literacy through innovative education

Strategic Objectives

We will:

1. develop and deliver ambitious artist-led outreach programmes to targeted communities nationally and internationally.
2. establish Photo Museum Ireland as the organisation for curriculum development of visual literacy for primary and post-primary schools.
3. lead the way in promoting education and access to increased programme funding and resources.
4. further develop our adult education programmes.

Achievement of the objectives will be measured using the following indicators:

a) Name recognition and awareness within the Irish public of our role in delivering programmes that highlight the cultural value of photography to address important societal issues and promote critical thinking.

b) A comprehensive Education Plan and Access Plan, which embeds diverse and young voices in our programming and decision-making, are delivered by expert educators incorporating commissions for artists to work with diverse communities.

c) Funding is secured to make our building and services more accessible and to recruit expert staff trained in visual thinking strategies and best practices to support and develop our work with people with special needs and intellectual or physical disabilities.

d) The variety of practical and inclusive learning opportunities for adults and young people for the lifelong discovery and enjoyment of photography and visual culture is in place and in line with our annual targets.

e) Partnerships and relationships with appropriate professional, educational, cultural, arts and heritage organisations and practitioners are in place, to advance engagement with photography within the formal and informal education sector with a particular focus on curriculum development and young people dealing with visual overload online.

Appendix 2

Definitions

Accessibility

Accessibility means that our programmes and services can be accessed by people with different levels of ability. PMI aims to ensure that real-life and online programmes are accessible to as many people as possible. We are committed to ensuring that reasonable accommodations to alleviate a substantial disadvantage due to an impairment or medical condition or socioeconomic barriers to inclusion are implemented so that everybody can access our programmes.

Equality

PMI seeks to advance equality of opportunity, representation, and participation across all areas of our work. We recognise that advancing equality must acknowledge legal grounds for discrimination, but must also actively develop actions and programmes that broaden opportunities

Inclusion

Inclusion is about cultivating a sense of belonging and feeling respected and valued.

Intersectionality

Intersectionality is the complex, cumulative way in which the effects of multiple forms of discrimination (such as racism and classism) combine, overlap, or intersect especially in the experiences of marginalised individuals or groups.

Open Access

Open access is a broad international movement seeking to grant free online access to academic information. PMI is dedicated to working to minimise barriers to access by working to ensure that there are no financial, legal or technical barriers to accessing it. We do this by ensuring that our core activities are free for all, that our space is welcoming and inviting and that many of our programmes can also be encountered online.

We acknowledge that current space limitations mean that we cannot offer full accessibility facilities at present.