



Equality Diversity and Inclusion Policy

The values outlined below are applied in all areas of running the Watergate including:

- Governance
- Programming
- Recruitment
- Availability of resources (artist supports, residencies)

In line with the Watergate's Company Constitution the Company and Members commit to and recognise the following:

1. As the only funded performing arts space in Kilkenny City and County the Watergate has a duty to serve the artistic and creative interests and needs of all the citizens of the city and county
2. The Watergate is funded by the tax payer and the ticket buyer and therefore must behave and respond in a way that listens to their direction and feedback
3. Those that are not employed and therefore are not tax payers are not excluded as owners and stewards of the Watergate – the voices and needs of those that fall outside of the definition of 'tax payer' are also ones we want to hear and respond to.
4. KCC provides crucial demographic breakdown of those that live in Kilkenny City and County and the Watergate sees it at its responsibility to find links to as many of these people as possible via:
 - a. Diverse programming
 - b. Outreach
 - c. Openness
 - d. Good communication
 - e. A culture of warmth and welcome
 - f. Response to feedback on the culture of management of the theatre
 - g. Partnerships with groups who have established links to cohorts that we are struggling to reach
5. Governance which reflects a true picture of Ireland and Kilkenny in 2024-2028. In the recruitment of members to replace retiring members we will conduct searches for new people with an openness to and representing all:
 - a. Genders
 - b. Sexual orientation
 - c. Ability



- d. Age
- e. Race
- f. Religion
- g. Membership of the Traveller Community
- h. Socio-economic status
- i. Family Status

As part of our policy document and the practice and understanding of it as a set of guiding principles for the Watergate we are considering:

1. An organisation-wide and deep awareness and understanding of equality, diversity and inclusion (EDI) issues (e.g. identified inequalities, under-representation, lack of accessibility) as they relate to our organisation and its work
2. On-going commitment by all board members, staff and those who engage with us to a culture of inclusivity
3. The right to dignity for all: those working for and engaging the Watergate from all points of access – audiences, performers, staff members, board members.
4. The appropriate allocation of budget to resourcing the elements of the Watergate's strategy which supports EDI in development and practice
5. Engagement with KCC to make the Watergate building accessible for people of all physical abilities
6. To contribute to leadership to the wider artistic and non-artistic communities to role model best practice for inclusivity and fairness