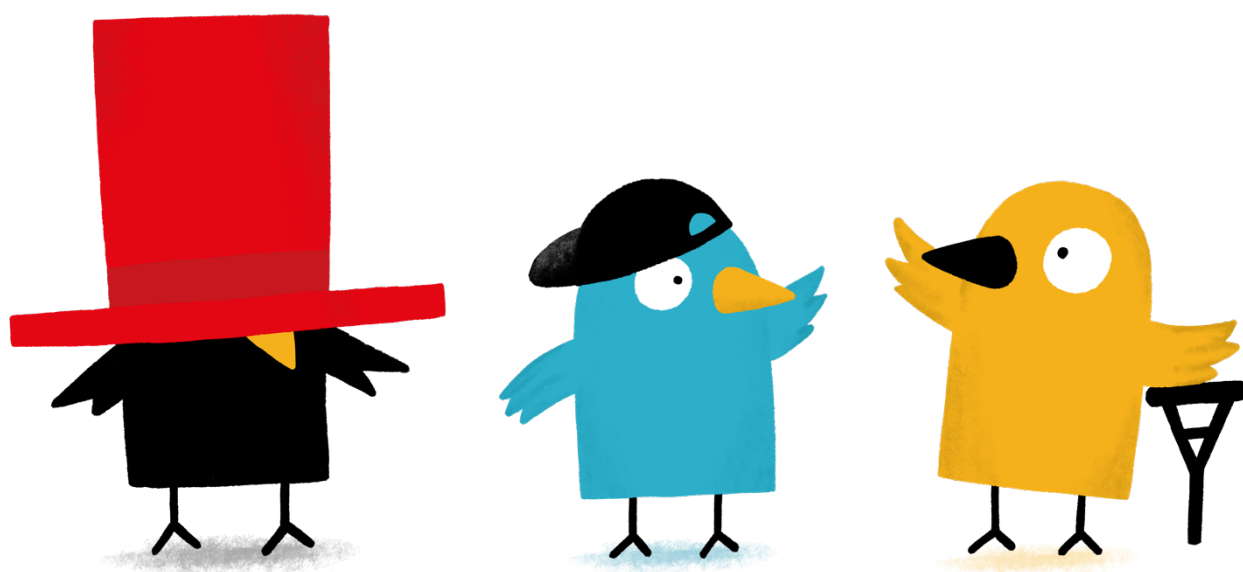


Baboró

International Arts
Festival for Children

Diversity, Equity and Inclusion Policy

Building Community, Creating Belonging



Introduction

Baboró's executive team and Board of Directors are committed to continuing our work to make the annual festival and all of our programmes accessible to all. We commit to reflecting the diverse, multicultural Ireland of today in our artistic programmes. We recognise that we still have much work to do to ensure that our organisation and activities adequately represent and serve all of the children that live in our community.

By adopting this Diversity, Equity and Inclusion Policy, rather than an Equality, Diversity and Inclusion Policy, Baboró has chosen to work towards *equity* rather than *equality*. According to the Arts Council's EDI Toolkit "*Equality means establishing equal treatment for all, equity means assisting those who could not otherwise avail of the equal treatment.*" This translates practically into Baboró doing what it can with limited resources to increase and broaden participation, access and representational opportunities at all levels of the organisation - staff, board, artists and audiences. Yet, as one small arts organisation, we are well aware that we are *mitigating* rather than *eliminating* barriers to participation, access, and representation.

We recognise that children and adults can experience discrimination and exclusion because of their gender, sexual orientation, civil or family status, religion, age, race, disability, membership of the Traveller community, or socio-economic status. We also recognise that children and adults can face multiple barriers to participation and have multiple identities and that diversity can be intersectional.

Every child is valued and welcome at Baboró. We want to create an environment where children can feel they belong. We recognise every child's lived experience is unique. We believe nourishing the creative curiosity of children impacts positively on their lives. We are working towards removing barriers facing children in Ireland today and are committed to creating programmes where every child feels welcomed, feels heard and is represented in our community.

Every artist is valued and welcome at Baboró. We want to create an environment where all artists and creatives can be part of our community. In 2020 we initiated the LEAP programme to create development opportunities for artists from underrepresented backgrounds, specifically those from an ethnically diverse and/or migrant background, and build a community with and between these artists and our team. This policy reflects what we have learned from that programme.

We consulted with Baboró's pilot Children's Panel as part of our strategic planning process. In early 2022 the pilot Baboró Children's Advisory Panel met on zoom to discuss two key areas of Baboró's strategic work - Environmental Sustainability and Equality, Diversity and Inclusion. Facilitated discussions explored the children's knowledge and lived experience in these areas. Through discussion and drawing the children expressed how, in their view, the festival can take steps towards making everyone feel welcome and towards limiting the environmental impact of the festival. Their responses have informed and been incorporated into the following policy.

Policy

1. Children have a right to participate in culture

Children's human right to participate in the cultural life of their community is the founding and guiding principle of Baboró International Arts Festival for Children.

Every child, without exception, has the right to fully participate in cultural and artistic activities. Every child has the right to express themselves artistically and to have their voices listened to on matters that impact their lives.

These rights are established in the UN Convention on the Rights of the Child, to which the Irish state is a party, and they underpin how we approach all of our work.

We are committed to making the festival more equitable by:

- Ensuring that the festival programme always includes events that are free or heavily subsidised for schools and families.
- Bringing outreach programmes to schools and/or community settings in Galway suburbs and county.
- Providing a schools bus subsidy scheme to help alleviate the cost of schools coming to the festival.

We are committed to listening to children and including their voices and views in how we run our organisation, annual festival and programmes.

2. Creating a safe environment for everyone

2.1 Child Welfare

The welfare of all children attending Baboró events is paramount. We undertake to:

- provide a safe environment and enjoyable experience for all children.
- create an experience where children who participate in any aspect of Baboró are treated with respect and care and where their emotional, physical and mental safety is paramount.
- provide an enjoyable experience from the moment our audiences engage with the festival programme to the moment they walk out of a festival venue.
- ensure children and their adults feel welcomed, heard, seen, cared for and respected by all members of the Festival team they interact with from box office, to venue, to performers, to workshop facilitators and volunteers.

All Baboró festival staff and volunteers receive child protection training and are made aware of the organisation's code of conduct, child protection procedures, and the identity of the staff member designated to deal with issues of concern. All staff are required to consent to Garda clearance.

2.2 Creating a safe working environment for Artists & Baboró Team

Baboró takes our duty of care for all artists, creatives, executive, festival team and volunteers seriously by following best practice in equitable, fair remuneration and conditions. We issue terms and conditions of engagement via contracts that clearly outline the nature and scope of the engagement, and how payments will be made.

Artists & Creatives:

We offer those participating in our GROW artist support programmes a stipend towards the cost of dedicating time towards developing their practice and attending events in Galway.

We are guided by the Arts Council's Pay the Artist policy and encourage companies we present to be transparent in their payment rates. We strive to ensure that Baboró remunerates its artists and providers in line with the principle of the 'living wage' in so far as our resources will allow.

We aspire to develop a Code of Care, similar to that developed by Spark Arts for Children, UK. This Code of Care is a versatile tool kit for artists and creatives to use in whatever way may benefit them. It is a guide and checklist of sorts, to outline best practice and a chance for artists to clearly express their needs in order to do their best work.

We undertake to adopt the Safe to Create Code of Behaviour and engage with training in this area to ensure that we create a safe environment for our team and the artists and creatives we work with.

Festival Team:

We employ stewards, whose responsibilities are clearly outlined. They receive appropriate training, are valued, supported and respected. Our festival team is diverse, representing a variety of Galway communities, with a large number returning annually to work with the festival.

Baboró's Volunteer Policy ensures engagement is not in lieu of a staff requirement. We champion our volunteer opportunities to offer those who like to support Baboró by making meaningful societal contributions by joining our volunteer team. We use our network including Galway Volunteer Centre, Ard Resource Centre and University of Galway when recruiting the festival volunteer team, in our quest to reach a wide range of people.

2.3 Working towards a festival that is accessible to all

We at Baboró know that barriers to access come in many different forms including physical, intellectual, language, geographic, cultural and economic barriers to accessing the festival. We strive to remove barriers to the festival for children, families, schools, artists & creatives as well as delegates in order to make accessing the festival equitable for all. We know that this important work will take significant investment of our resources, our energy and our time. We are committed to making steady progress in the coming years.

Baboró's Strategic Plan 2023 – 2027

Our new strategic plan has five goals. They relate to our Festival, Children, Artists, Environment and Staff team and we have embedded children's and artists' rights into each of these goals:

1. Our annual **Festival** continues to be Baboró's beating heart - a celebration of all our work and a gathering place for our community.
2. **Children** in all their diversity and brilliance will be at the heart of our programmes and activities.
3. **Artists** will be supported to make exciting, innovative work for children and young people.
4. The **environmental** and biodiversity crisis will be reflected in the stories we tell and the way we work.
5. We will invest in our staff **team** to build a resilient organisation that reflects the quality of our work.