



# DIVERSITY, EQUITY & INCLUSION ACTION PLAN | 2025

Strategic Goal	Objectives	Resources Required	Risks/Challenges	How will impact/success be measured?	Outcome	ACTIONS Winter (Nov - Jan)	ACTIONS Spring (Feb - Apr)	ACTIONS Summer (May - Jul)	ACTIONS Autumn (Aug - Oct)
<b>Our annual festival continues to be Baboro's beating heart - a celebration of all our work and a gathering place for our community.</b>	Strive to ensure that all of our audience members see themselves and their stories reflected in the festival programme.	Staff time: programme research to find programming that represents Ireland today. Funding for underrepresented artist supports.	Seeing a range of work throughout the year due to other commitments. Balance of Irish and international work - something for everyone. Difficult to reach new artists and attract them to the industry due to poor pay and conditions. Homogeneity across sector makes it challenging to find high-calibre diverse productions.	Artist and audience demographic survey. Document and analyse programme year by year focusing on: Number of programmed events with diverse cast and crew. Number of programmed events for children with additional needs.	25% of annual programme involves diverse artists (ie. Neurdiverse, non-white, disabled-identifying, from migrant family, underrepresented, LGBTQIA+ identifying, Irish-speaker); 2c events specifically designed for children with additional needs Programme will include 3c events as Gaeilge/bilingual	Artistic Director travels to see work with an eye for diverse and representative events	Finalize programme ensuring we meet our aims for diversity within programme	Finalize programme ensuring we meet our aims for diversity within programme	Festival: present diverse programme and a range of varied work appealing to a myriad of children. Dedicated schools box office team provide guidance to the most relevant festival events for groups with particular needs.
	Work hard to make sure everyone feels that they belong at the festival by breaking down barriers to attendance, and bringing the festival directly into schools & communities.	Staff time and funding to carry out this work managing accessibility and adapting to accommodate different needs. Training/Education on accessibility. Funding for accessibility tools (like closed caption, interpreters, digital tours, etc). Relationships with diverse communities.	Limited resources, building new audiences takes time. Higher costs involved in touring work as part of Outreach programme. Lack of staff capacity and funds. External venues inaccessibility over which we have no control. Integrating into diverse communities can take time and be met with resistance or lack of interest/priority. Low-economic areas frequently don't have infrastructure for programmes.	Charting growth of outreach programme: measuring vouchers given, community groups engaged with, etc. Audience survey responses specifically around accessibility. Creation of accessibility resources (ex. access rider, digital tours, etc.) Inclusion/integration of access seen through having closed caption/interpreters/access measures.	280 free festival performance tickets will be offered to community groups, along with support to ensure they can access the festival. We will offer ISL interpretation for 1c performances and 2c adult talks; relaxed versions of performances & workshops will also be offered annually. Develop an accessible website via AC access fund	Outreach Project Manager reports on number of free tickets used and which groups connected with Baboro and surveys audiences to see how their visit might be better supported in future. Survey all audience about accessibility, sense of belonging, and if they would return to festival in future - analyze and report data. Internal post-festival review by team.	Outreach Project Manager works year-round to build relationships with community groups, assessing their needs and deepening the relationship. Review Festival accessibility. Identify events to be ISL interpreted, audio described, offer relaxed performances, etc. Phase 1 accessible website development	Outreach Project Manager + intern begin inviting community groups to festival by selecting relevant, feasible events and offering free tickets and transport where needed. Review Festival accessibility. Identify events to be ISL interpreted, audio described, offer relaxed performances, etc. Phase 2 accessible website - launch in advance of festival sales	Festival: bring outreach groups to festival; offer accessible events
<b>Children in all their diversity and brilliance will be at the centre of our programmes and activities.</b>	Invest in relationships with schools and community groups across Galway city and county to create pathways for teachers and families to connect with Baboro and encourage their children towards ongoing engagement with the arts.	Staff time/capacity for building and managing relationships. Schools/communities willing to/interested in relationships. Education around arts engagement opportunities available in said communities. Funds for staff and engagement programmes.	Limited staff capacity. Limited funds. Finding an "in" for some communities. Having a relationship with an entire school/community and not just relying on one contact.	Chart the number of communities/schools with whom we have contacts and/or programmes. Gather feedback on the value of relationships from such schools/communities.	Existing relationships with resource centre, Direct Provisions, and support centres such as CHIME are continually maintained. These groups are offered workshops, projects, and/or festival events annually. Engagement with an additional 3c groups.	Outreach Project Manager surveys community groups that received vouchers/ free tickets to the festival to get feedback; report on feedback and quantitative data about which groups/how many children engaged in the festival through the outreach endeavors	Continue building new relationships with East Galway (Ballybane, Ard Resource Centre, Doughiska) via offering workshops, projects, and free festival tickets to schools and community groups	Continue building new relationships with East Galway (Ballybane, Ard Resource Centre, Doughiska) via offering workshops, projects, and free festival tickets to schools and community groups	Welcome invited groups to the festival events to make sure they have the best possible experience.
	Build real connection with families and community groups that are currently underrepresented in arts participation and enable their meaningful engagement in the Baboro community and wider arts scene.	Staff time/capacity for building, managing, sustaining relationships. Funding for staff and programmes. Contacts within underrepresented communities.	Underrepresented communities/schools can frequently have more pressing priorities. Limited staff capacity. Limited funding. Underrepresented communities might need access requirements that we are not used to or less able to accommodate. Parental engagement and contact can be challenging for various reasons including language barriers.	Continue Audience Development work via surveys and/or focus groups begun in 2023 to gather data and insights including demographic and geographic data to better understand our audiences and their festival experience.	Continue to survey our family audience post festival to measure how our efforts in audience development in the East Galway area is translating to festival attendance.	Outreach Projects Manager conducts family focus groups to gain an understanding of their festival experience and how it can be improved.	Begin relationship with families in East Galway city (marginalised diverse areas) via Creating Space arts in education project to invite these families into the festival to cultivate an ongoing engagement with the arts in the city	Maintain current outreach relationship building. Create new strategy based on results of survey and focus groups.	Enable new family groups to access festival, based on strategy identified from survey/focus groups
	Take all children seriously. Allow the diverse children of Galway to feed into Baboro, listen to their ideas and incorporate them into how we work and the programmes we create.	Staff time: Children's Panel managed by PT Outreach PM. More investment needed to extend beyond what we're currently doing.	Ongoing funding to support the Childrens Panel. Achieving cohesion amongst a new cohort of children. Children need to understand context and practicalities around festival to give realistic feedback or suggestions we can actually implement. Takes time to build rapport explore ways of consulting with children and how the team will feed this into their work.	Identify programme and organisational elements and/or focus groups begun in 2023 to gather data and communicate these to children and audiences through the Annual Review	Children's Panel will be truly representative of Ireland's young people today, with 30% of the panel being selected through Direct Provisions/Resource Centres and a total of 60% being diverse (ie. Neurdiverse, non-white, disabled-identifying, from migrant family, underrepresented, LGBTQIA+ identifying, Irish-speaker). Panel will have fed directly into the development of the programme and greater organisational operations	Monthly creative meetings with Children's Panel. Panel to learn about Baboro, meet the staff and feed into the festival and programmes.	Monthly creative meetings with Children's Panel. Panel to learn about Baboro, meet the staff and feed into the festival and programmes.	Review of year 1 of the panel and planning for year 2 including Panel's festival visit and monthly sessions, with room to adjust based on the Panel's interests.	Resume monthly sessions and visit the festival, meeting festival artists and review their festival visit.
<b>Support diverse and underrepresented artists to make work for children via Baboro's artist development programmes in GROW.</b>	Invest in specific programmes to support the development of underrepresented voices in our sector.	Programme funding. Team member to manage programme and develop network with representatives/communities that are underrepresented. Ongoing training and experience for making more accessible/inclusive programmes (ex. through partnerships). Budget for mentors/peers who are sharing/teaching. Budget for participants who may need access supports. Time to accommodate working with/relying on partners.	Affordability due to costs associated with application and participation access. Time and capacity needed for expanding relationships within new communities. Partnerships (learnings/trainings) can require increased capacity, adaptability, tension. Potential language barriers, cultural differences.	Survey participants after programme engagement. Include optional and anonymous DEI survey with each artist application to measure demographics of applicants for artist support programme - show we are reaching new voices.	All artist development programmes will follow accessible, inclusive practices identified through learnings from our programmes designated especially for underrepresented artists (ie. LEAP, Vital Spark) 25% < artists selected for artist development programmes will identify as diverse (ie. Neurdiverse, non-white, disabled-identifying, from migrant family, underrepresented, LGBTQIA+ identifying, Irish-speaker). Begin planning for programme designed especially for underrepresented artists. Ideally, this would be led/facilitated by an underrepresented creative.	Review artist development programmes, including demographics of last year's GROW artists. Review accessible and inclusive practices throughout recruitment and programme delivery. Finish DEI Demographics survey to be included as an optional, anonymous supplement to all artist application forms. Aras Éanna residency in December for artist creating work as Gaeilge	Apply for funding for diverse artist development programme, as needed (eg. IRIS fund). Identify diverse creatives to facilitate/lead designated artist development programme initially work with GROW alumni/artist with whom we have a relationship. Include DEI Demographics survey in call outs. Ensure all selection panels include an underrepresented panelist. Share call outs directly with diverse community groups.	Plan and execute artist development programme. Include DEI Demographics survey in call outs. Ensure all selection panels include an underrepresented panelist. Share call outs directly with diverse community groups.	Plan and execute artist development programme during festival, and host artist delegations
<b>Invest in our staff team and build a resilient and diverse organisation that reflects the breadth and quality of our work.</b>	Ensure that the diversity and richness of Irish society is reflected across our Board & staff.	DEI plan - continue to clarify and deepen goals as an organisation. Extra CPD / training - upskill in the team and extra time needed for training and onboarding of new board members.	Unconscious bias - creating equitable recruitment processes. Slow process - requires long term investment, strategic approach and actions. It takes extra resources and time - training, support, etc.	Visibility of year-round commitment to diversity and how we plan to reach these goals in our team and board. Annual anonymous diversity survey of staff and board members to compare year on year.	1/4 < of Board will identify as diverse (ie. Neurdiverse, non-white, disabled-identifying, from migrant family, underrepresented, LGBTQIA+ identifying, Irish-speaker).	Actively seek diverse board members during recruitment process for 3 new members in 2025.	Team to engage in Disability Equality Training (https://abilityfocus.ie/services/) Carry out annual anonymous diversity survey of staff and board members to compare to 2024 results.	New team and Board members complete Safe to Create training. Ensure board and team understand Baboro values and culture of celebrating diversity within our team, audience and programme.	Communicate Baboro's commitment to an inclusive and accessible festival for all via festival communications, team training and child and adult programmes.
	Ensure the expanded Festival Team reflects and celebrates the diversity of Ireland today.	Experienced Festival Team Coordinator. Funding to ensure seasonal role has enough prep and wrap-up time before and after festival.	Cultural clashes and language barriers can create conflict; additional training may be required which takes more time and staff capacity	Festival team demographics will be anonymously collected when people sign up to join the team. This data will be collated in the Festival Team Coordinator's annual post-festival report.	60% < of Festival Team (inc. volunteers, stewards, FOH managers) will be diverse (ie. Neurdiverse, non-white, disabled-identifying, from migrant family, underrepresented, LGBTQIA+ identifying, Irish-speaker).	Survey and review festival team to gather data and feedback on their experience so that we can improve training, conditions and opportunities.	Apply for funding to support the festival team staff and volunteer programme	Recruit festival team directly from diverse communities including direct provisions.	Comprehensive pre-festival training including welcoming diverse audience members, hidden disability training, child protection training