

	DIVERSITY, EQUITY & INCLUSION ACTION PLAN 2026							
Strategic Goal	Objectives	Status	How will impact/success be measured?	Outcome	ACTIONS Winter (Nov - Jan)	ACTIONS Spring (Feb - Apr)	ACTIONS Summer (May - Jul)	ACTIONS Autumn (Aug - Oct)
Our annual festival continues to be Baboró's beating heart - a celebration of all our work and a gathering place for our community.	Strive to ensure that all of our audience members see themselves and their stories reflected in the festival programme.	Ongoing	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.	MAINTAIN: 25% of annual programme involves diverse artists (i.e.. Neurodiverse, non-white, disabled-identifying, from migrant family, underrepresented, LGBTQIA+); ≥ 2 events specifically designed for children with additional needs; Programme will include ≥ 3 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.	Ongoing	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.	MAINTAIN & GROW: 280 free festival performance tickets will be offered to community groups, along with support to ensure they can access the festival; We will offer access elements for ≥ 3 events (i.e.. ISL interpretation, touch tour, captioning/ audio description, tactile images); relaxed versions of performances & workshops will 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 Baboró 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 - analyse 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; present accessible events.
Children in all their diversity and brilliance will be at the centre of our programmes and activities.	Invest in relationships with schools and community groups across Galway city and county to create pathways for teachers and families to connect with Baboró and encourage their children towards ongoing engagement with the arts.	Ongoing	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.	MAINTAIN & GROW: 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 ≥ 3 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 endeavours	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 Baboró community and wider arts scene.	Ongoing	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.	MAINTAIN: 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 area) 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 Baboró, listen to their ideas and incorporate them into how we work and the programmes we create.	Ongoing	Identify programme and organisational elements informed by Children's Panel and communicate these to children and audiences through the Annual Review.	MAINTAIN & GROW: 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 (i.e.. Neurodiverse, 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 Baboró, meet the staff and feed into the festival and programmes.	Monthly creative meetings with Children's Panel. Panel to learn about Baboró, 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.
Support diverse and underrepresented artists to make work for children via Baboró's artist development programmes in GROW.	Adopt and maintain accessible and inclusive practices throughout all GROW strands.	Ongoing	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.	MAINTAIN & GROW: All artist development programmes will follow accessible, inclusive practices identified through learnings from our programmes designated especially for underrepresented artists (i.e.. LEAP, Vital Spark) ≥ 25% artists selected for artist development programmes will identify as diverse (i.e.. Neurodiverse, non-white, disabled-identifying, from migrant family, underrepresented, LGBTQIA+ identifying, Irish-speaker). Dedicate one support for Irish language artist.	Review artist development programmes, including demographics of last year's GROW artists gathered through optional, anonymous survey. Review accessible and inclusive practices throughout recruitment and programme delivery. Áras Éanna residency in December for artist creating work as Gaeilge.	Include DEI Demographics survey in call outs. Ensure all selection panels include an external panellist. Share call outs directly with diverse community groups.	Plan and execute artist development programmes. Include DEI Demographics survey in call outs. Ensure all selection panels include an external panellist. Share call outs directly with diverse community groups.	Plan and execute artist development programme during festival, and host artist delegations
	Invest in specific programmes to support the development of underrepresented voices in our sector.	To be started	Deliver non-tokenistic programme specifically for underrepresented artists and survey participants after programme engagement.	GROW: Begin planning for programme designed especially for underrepresented artists. Ideally, this would be led/facilitated by an underrepresented creative.	Brainstorm, research and develop programme specifically for underrepresented artists. Pull from learnings from similar past programmes (i.e.. LEAP, Vital Spark).	Apply for funding for diverse artist development programme, as needed (e.g. IRIS fund). Identify diverse creatives to facilitate/lead designated artist development programme - initially work with GROW alumni/artist with whom we have a relationship.	Plan and execute artist development programme. Share call outs directly with diverse community groups.	Plan and execute artist development programme.
Invest in our staff team and build a resilient and diverse organisation that reflects the breadth and quality of our work.	Ensure that the diversity and richness of Irish society is reflected across our Board & staff.	To be started	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.	GROW: ≥ 1/4 of Board will identify as diverse (i.e.. Neurodiverse, non-white, disabled-identifying, from migrant family, underrepresented, LGBTQIA+ identifying, Irish-speaker).	Onboard 2 new board members by early 2026. Recruit 2 new board members in mid 2026. Actively seek members that reflect contemporary Ireland's diversity.	Team to engage in ongoing Disability Awareness/Diversity Training, where appropriate. 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 Baboró values and culture of celebrating diversity within our team, audience and programme.	Communicate Baboró'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.	Ongoing	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.	MAINTAIN: ≥ 60% of Festival Team (inc. volunteers, stewards, FOH managers) will be diverse (i.e.. Neurodiverse, 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