



Equality, Diversity and Inclusion (EDI) Action Plan

Dublin International Film Festival (DIFF) is committed to promoting the values of equality, diversity, and inclusion (EDI) in all that we do. Informed by our **EDI Policy**, and following an internal review, we have developed an EDI Action Plan, aligned with our *Strategy 2022-2027*, which we are implementing on a phased basis, tailored to suit our needs and ability to deliver.

We have identified objectives to be addressed with actions, some of which we have implemented. Further actions to be implemented in 2024 are highlighted in **green** and actions to be implemented in 2025 are highlighted in **pink**. This approach reflects our agile nature and responsiveness, while supporting our ambition to be an inclusive, well-managed, well-funded and well-governed organisation.

This EDI Action Plan is also a checklist, which we will review quarterly to ensure our overall objective, which is to embed EDI values into all aspects of our organisation and our work programme is active and alive. We believe that the arts, thrive through a plurality of experiences, viewpoints and approaches.

Our commitment to equality, diversity and inclusion seeks to recognise, respect and value differences in order to promote an inclusive culture for all who work and engage with DIFF including audiences & participants, artists & filmmakers, board of directors, staff, volunteers, partners & stakeholders.

We are fully committed to our legal obligations under Equality Acts (1998-2015), Equal Status Acts (2000-2018) and Section 42 of the Irish Human Rights and Equality Act 2014 (Public Sector Equality and Human Rights Duty).

Aligned with the Arts Council's Equality, Human Rights and Diversity Policy, we commit to putting proactive policy measures in place to promote equality of opportunity, access and outcomes regardless of gender, sexual orientation, civil or family status, religion, age, disability, race or membership of the Traveller Community. We believe that everyone should be enabled to develop to their full potential and should not be treated less favourably due to any personal characteristic. In line with the Arts Council's EHRD Policy, we also note the ground of socio-economic status as a further basis for which equality of opportunity, access and outcomes must be guaranteed. We recognise and appreciate the intersectional nature of identity.

We are aware that barriers to participation have prevented artists, audiences and participants from fully enjoying opportunities to engage with and participate in the arts. We therefore have established procedures to address discrimination and maintain an ongoing commitment to tackle existing and perceived barriers, ensuring our work is open and accessible, inclusive and engaging for our audiences, artists & filmmakers, participants and volunteers.

Organisation

Goal *To be an equitable, diverse and inclusive organisation.*

Under this goal, we focus on promoting equality, diversity and inclusion in governance and recruitment processes. Some actions already form part of our operational work, with further actions to be undertaken in 2024 highlighted **green** and actions to be undertaken in 2025 highlighted **pink**.

Area of focus	Objectives	Actions
Team	Recruitment (including staff, internships, contractors & seasonal workers)	<p>Review recruitment processes to ensure best practice policy in place.</p> <p>Review staff selection processes to comply with IHREC standards and Public Sector Duty.</p> <p>Review and update Staff Handbook</p>
	Eliminate discrimination in the workplace	<p>Set up discussions with The Digital Hub (our landlord) about securing fully accessible (year-round) working space for staff and visitors with disabilities.</p> <p>Review staff handbook & procedures for addressing discrimination and harassment in the workplace.</p>
	Embrace organisational change to respond to key social issues and new policies	<p>Review Induction Day training, to include EDI awareness workshops.</p> <p>Seek opportunities for staff to undertake professional development training (CPD), including learning more about EDI and implement change within the day-to day work of the organisation.</p> <p>Facilitate staff to undertake Safe to Create initiatives including Unconscious Bias, Being an Active Bystander and Tackling Bullying & Harassment training.</p>
Board of Directors	Eliminate barriers to participation in governance	<p>Perform an attitudes & skills audit to identify gaps in the board.</p> <p>Review Constitution & any inherent biases (particularly election to board) Adopt co-option mechanisms to build inclusion</p> <p>Include statement in the board recruitment process around which access requirements can be met Review timing of meetings and the platform/accessibility of location for live meetings</p> <p>Embed EDI agenda in plenary meetings and sub-groups of the board. Establish an EDI Sub-Committee.</p>

Volunteers	<p>Insure Volunteer Programme is open and accessible to all.</p> <p>Insure volunteers are supported, engaged and valued.</p>	<p>Review and update Volunteer Pack to reflect our EDI values.</p> <p>Refresh Volunteer Induction Day, to include introduction to EDI Policy, and Hidden Disabilities training.</p> <p>Assign volunteer roles to match ability & interest as is feasible, with the aim of ensuring a positive mutually beneficial experience.</p>
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Programme

Goal *To address EDI barriers and strengthen involvement in our work by all sections of the community, including attracting new audiences, film makers, industry professionals and participants.*

Under this goal, we focus on ensuring our work speaks to audiences, and addresses EDI barriers to engagement and participation. Some actions already form part of our work, with further actions to be undertaken in 2024 highlighted **green** and actions to be undertaken in 2026 highlighted **pink**.

Area of Focus	Objectives	Actions
Artists & Filmmakers	<p>To remove barriers for filmmakers and industry professionals to enjoy full participation in all opportunities led by DIFF.</p>	<p>Identify the needs of our professional community in relation to EDI matters, to build knowledge and awareness in the sector. Among actions planned, we intend to provide a safe space for industry professionals to voice their concerns and address challenges, share good practice and recommendations around EDI matters.</p> <p>Develop mechanisms to enhance accessibility to our professional development programmes (online & in person) including clinics, workshops & masterclasses.</p> <p>We will introduce processes to ensure increased representation of voices that have not been included across various strands of our work, including selection processes, and review composition of Artistic Programming Subcommittee to reflect greater EDI awareness.</p>
Audiences	<p>To ensure we remain public-facing and audience friendly.</p> <p>To ensure all pathways to the experiences we provide are open, accessible & inclusive.</p>	<p>Build on track record of diversity & inclusive programming, to reflect Ireland's changing demographics.</p> <p>Keep access needs central in our venues to ensure accessibility needs are front and central.</p> <p>Ensure HOH captioning and audio description is available for all screenings.</p> <p>Develop working partnerships, and building on pilot schemes with ADI, IDS and Vision Ireland (ICBI) to facilitate enhanced access for those with disabilities to screenings and events.</p> <p>Build new ways to reach new communities. Specifically devise and implement communication strategies, marketing and promotional campaigns which consider diversity & inclusion at the conceptual stage of the campaign.</p> <p>Website and online services; review and ensure we meet ADA and EU Web Accessibility standards.</p>

		<p>DIFF is committed to making tickets affordable for as many people as possible. We commit to maintaining ticket pricing at current levels.</p> <p>Concessions are offered to all paid events to people in receipt of benefits, including ensuring 5% of tickets sales per screening will be allocated to low or no-income attendees.</p>
Participants	To encourage involvement in our work by all sections of the community as participants.	<p>Continue to expand on existing relationships with social, community and educational organisations, including Bealtaine, Picturehouse, Sphere17, and TU Dublin so as to develop a suite of partnerships across a diverse range of interests and communities.</p> <p>Strengthen and expand curation and skills-based initiatives, including <i>Be Kind/Rewind</i>, <i>Irish Film Pioneers</i> (Rethink Ireland & Tik Tok) and Kilkenny Young Filmmakers projects, emphasising our EDI values and objectives .</p>

Monitoring and Evaluating Success

Our EDI Action Plan is a 'living' document, and our approach to implementing its actions remain agile and responsive.

Implementation is led by the Executive Festival Director, with the overall team responsible for its delivery.

Oversight rests with the Board of Directors.

Our EDI Action Plan has identified a range of measures that we will monitor, to track delivery against our stated objectives; to be reviewed and evaluated annually, in line with the board's ongoing governance & review work programme.

We actively encourage feedback, and we will use quantitative & qualitative tools supported by annual self-review to inform how we will evaluate and monitor our progress. Quantitative tracking of activity and feedback also informs programme development and delivery. To this we will incorporate analysis of existing data, focus groups, qualitative research methodologies and other evidence gathering (including review meetings with our partners) to track the success and impact of achieving our strategic priorities.