

SEE Riverbank Arts Centre's [Equity, Diversity & Inclusion Policy for context](#)

EQUITY, DIVERSITY & INCLUSION - IMPLEMENTATION PLAN

Key Area	Strategic Goals	Actions 2025-2028	Responsibility/Lead
Governance	Embed EDI principles all levels of our organisation.	<p>Establish targets for representation throughout the organisation including all future recruitment of Board, Management team and staff.</p> <p>Ensure that Riverbank's EDI principles are clearly articulated in all recruitment call outs. Place job opportunities where they are more likely to be seen by people from marginalised or minority groups.</p>	<p>Board</p> <p>Supported by: Venue Director</p>
Artistic Programme	Expand the presentation of work by, for and with people from new and under-represented communities.	<p>Develop strategies to connect with the widest diversity of artists, not only as a means of addressing inequality but also to reenergising our artistic programme.</p> <p>Ensure we are open, approachable, and responsive to new voices. Offer open call opportunities for funded residencies and other artist support initiatives.</p> <p>Ensure that Riverbank is always welcoming, accessible and a safe space for all artists and production teams, with no tolerance for disrespectful speech or behaviour, harassment or bullying.</p>	<p>Venue Director & Programme Manager</p> <p>Supported by:</p> <p>Marketing Manager FOH /Box Office Manager Engagement team (part time)</p>

Audiences & Communities	<ul style="list-style-type: none"> • Attract and welcome new audiences from diverse communities to engage with our artistic programme • Diversify and broaden participation in our outreach and engagement projects • Provide more opportunities and support for inclusion e.g. relaxed & signed performances, subsidised tickets etc. 	<p>In order to encourage new audiences and communities to engage with Riverbank we will:</p> <ul style="list-style-type: none"> • Work with resource organisations, locally and nationally, to establish connections and build long-term relationships to encourage new communities to participate in our programme • Offer affordable tickets, subsidised access tickets, and in some cases free tickets (with the support of partners) to events and activities. • include wherever possible relaxed & signed performances & touch tours • develop an evidence-based system to effectively evaluate the success of these initiatives. 	<p>Venue Director</p> <p>Supported by: Programme Manager Marketing Manager FOH /Box Office Manager Engagement team (part time)</p>
Communications	<ul style="list-style-type: none"> • To ensure all our communications are inclusive, accessible and welcoming. 	<p>Review the Access information on the website ensuring it is easy to find, describes clearly the access features and services available, and offers the information in alternative formats such as video / audio / ISL / captions / audio description and easy-read. (to be completed by the end of 2025).</p> <p>Commission and publish online a new 'Social Story', explaining how to get to and move through the building. (to be completed by the end of 2025).</p>	<p>Marketing Manager</p> <p>Supported by: Venue Director Programme Manager FOH /Box Office Manager Engagement team (part time)</p>

MONITORING AND EVALUATION

Riverbank Arts Centre board and executive will ensure that:

- EDI principles are embedded across the organisation as a key aspect of our everyday work.
- That there are clear lines of accountability, responsibility and ownership of the action points listed above throughout the Riverbank management team.
- That there is visible leadership on our EDI objectives both internally and externally.

Riverbank Arts Centre will evaluate our EDI progress in January and June each year, using the five **SMART** Indicators

Specific

Measurable

Achievable

Relevant and

Time-Bound

EXAMPLES OF RIVERBANK ARTS CENTRE'S ARTISTIC PROGRAMME WHICH MEET OUR EDI OBJECTIVES

1. Co-Production of Anna Newell Theatre Adventures, March & April 2024 (and ongoing)



Nine week tour of **Sweet Dreams Are Made Of This** - A tiny adventure for children with complex needs. Performed inside a dreamy blue tent to just 3 children at a time, *Sweet Dreams Are Made Of This* drifts its audience off to a gentle magical place of dancing lights, curious mice and giant moons. Performed in venues and offsite locations including special schools and early years settings for children.

Riverbank Arts Centre is co-producer of Anna Newell's work and a supporting member of the Network of Extraordinary Audiences which aims to develop, promote and advance work for diverse audiences.

2. Exhibition & Residency in McKenna Gallery, Feb & July 2023:

Our Place: An exhibition developed by artists **Sinéad McCann** and **AlanJames Burns** in close collaboration with artists who are supported by Saint John of God Liffey Services. Artists: Aíne Walsh, David Carter, Keith Whelan, Laura Hickey, Aidan Winters, Conor Begley, David Carter, David Deane, Frances Quinn, Jonathan Smith, Niamh Fortune and Sean Winder. All creative decisions and ideas leading to the exhibition design were informed by collaborative workshops with all collaborators, including during a two-week residency in Riverbank Arts Centre in February 2023.

Actions taken to ensure this exhibition was fully accessible:

- A Lámh welcome video made by one of the collaborating artists supported by Saint John of God Services available on a TV screen in the Foyer of Riverbank Arts Centre. The screen was positioned beside the box office. Captions of the sound artwork available inside the gallery.
- Braille descriptions of the sound artwork available inside the gallery.
- Audio Way finders are available through QR codes. The Audio Way finder begins at the Lámh welcome video, and continues in the gallery area.
- [OUR PLACE Social Story](#)



ENGAGEMENT: Inclusive and joyful launch event led by the participating artists from SJOG in the Riverbank auditorium with a panel of participating artists and a disco. Numerous tours for local groups including KARE, Camphill Community and St. Mark's Summer Camp.

3. SKETCHBOOK CLUB, ongoing monthly event since January 2024

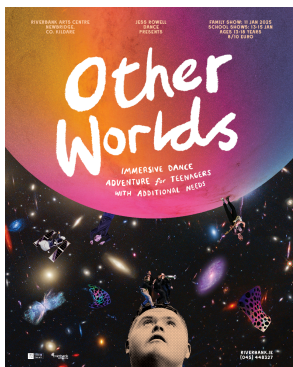
Encourages fun and playful art-making whilst also building a community of new, old, professional or hobby artists! The goal is to provide a safe space to create art in a relaxed environment. Make some art, make a friend, or just unwind on a Thursday evening.

All art materials are provided. For ages 16+

Kate Escolin is an artist whose illustration work consists of soft rounded forms, paired with bright colour palettes and playful line art. Her comics focus on human connection and navigating the world around her, with an emphasis on showing emotional honesty. Event has a **Pay What You Can** structure. Participants have a choice to take part for free or to pay €5 or €10.



4. Supporter of the creation & premiere of **Other Worlds** by Jess Rowell (opened Jan 2025)



A new dance and live music show for teenagers with additional needs featuring an integrated cast of performers including Anderson De Souza, Mia DiChiaro, Brian Sweeney, Jess Rowell and Alessandro Zangrando

Riverbank supported in-school development/voice of the child workshops, a development week on our stage in July 2024, and supported a full week of technical rehearsals in January 2025 in advance of the premiere of this exciting, inclusive new work.

5. **Fiyin Oluokun - Family Trees hang over Property Lines** (opening Sept 2025)

First solo exhibition by emerging artist Fiyin Oluokun, this series of visual and audio collages explores how class and race affect how people move through the world, the jobs taken, spaces occupied. Reflecting on the lives of the Nigerian diaspora living in Ireland these works display the oddities of finding a home in a 'foreign' land while maintaining, engaging in and creating culture. "Family Trees hang over Property Lines" showcases the small encounters, subtle gestures and interactions that are kin to Black and Irish people. Recipient of the Kildare Art Service/RAC Emerging Visual Artist Bursary (2023), first solo exhibition.

Wraparound engagement programme of tours, talks and a free Culture Night event curated by Fiyin with artists exploring Black-Irish identity.

