



## Cork Printmakers EDI Policy & Plan

A commitment to equality, diversity and inclusion is fundamental to Cork Printmakers, ensuring a positive and supportive culture, where all staff, members and clients feel empowered and respected. We strive to take proactive steps to eliminate discrimination, promote equality and protect the human rights of staff and all who avail of our services. We strive to ensure equality of access and opportunity in our operations and in the services we deliver.

Equality, diversity, and inclusion requires a strong commitment and concerted action to build an inclusive environment where opportunities are open to all, diversity is valued, and where everybody can reach their full potential without fear of harassment, prejudice or discrimination. Every person in our organisation has a responsibility for making the organisation an inclusive environment where all members of the Cork Printmakers community feel welcome and are able to be themselves.

Cork Printmakers upholds the Arts Councils' Equality Human Rights and Diversity Policy which covers ten grounds for discrimination: gender, sexual orientation, civil status, family status, religion, age, disability, race, membership of the Traveller community and socio-economic status.

- Gender: this means man, woman or transgender
- Sexual orientation: includes gay, lesbian, bisexual and heterosexual
- Civil status: includes single, married, separated, divorced, widowed people, civil partners and former civil partners
- Family status: this refers to the parent of a person under 18 years or the resident primary carer or parent of a person with a disability
- Religion: means religious belief, background, outlook or none
- Age: this does not apply to a person aged under 16
- Disability: includes people with physical, intellectual, learning, cognitive or emotional disabilities and a range of medical conditions
- Race: includes race, skin colour, nationality or ethnic origin
- Membership of the Traveller community
- Socio-economic status

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

It is the general expectation that all members of staff, including others who may be working on behalf of Cork Printmakers, will behave in an acceptable manner – treating others with courtesy, respect and consideration – and conducting themselves professionally when interacting with members of the Cork Printmakers community. Cork Printmakers is an Anti-Racist organisation. Unacceptable behaviour including bullying, harassment and victimisation or discrimination – including but not limited to the protected characteristics covered by the Equality Act 2010 – will not be tolerated and any allegations will be taken seriously and dealt with appropriately under the relevant procedures.

The governance of our EDI work will be overseen by our Trustees and will be embedded across the organisation and Cork Printmaker's Strategic Plan.

## Definitions

**Diversity** in our studio means recognising and welcoming differences among our employees, artists and members in terms of gender, civil status, family status, sexual orientation, religion, age, disability, and race.

**Equality** in our studio means providing equal opportunities to our employees, artists and members in terms of access to employment, training, promotion and career development to all regardless of gender, marital status, family status, age, disability, sexual orientation, race, religion, membership of the Traveller community and being at risk of poverty or social exclusion. Sometimes that can mean providing extra supports or reasonable accommodations to create equity.

**Inclusion** in our studio means encouraging and promoting a culture in which the diversity of our employees, artists and members are valued and respected, are treated fairly, can feel comfortable and confident to be themselves and can contribute to the goals and objectives of our studio.

Promoting equality of treatment and opportunity, tackling harassment and discrimination, and welcoming diversity are crucial to the dignity and wellbeing of all our employees, artists, and the public who use our services. We welcome diversity, recognise the benefits it brings, and strive to ensure everyone is made to feel included and respected for who they are. It is the role of

management at all levels to manage equality, diversity and inclusion in as fair and effective a way as reasonably practicable.

This policy has been devised in alignment with the Arts Council Strategy: Making Great Art Work (2016–2025) and the Arts Council toolkit on Equality, Diversity and Inclusion (2022).

Policy review and development with external advisor Rowena Neville of Blue Line Consulting, in collaboration with Print Network Ireland. The process engaged a panel of experienced advisors, studio staff, board members, and key stakeholders.

## Governance

- Promote equality and fairness throughout all our activities.
- Board of Directors selection ensures gender diversity, and a wide range of lived experience.
- Board of Directors Code of Conduct ensuring Trustees act with honesty and integrity and in the best interests of the charity at all times.
- Equal Opportunity Employer creating a workplace which provides for Equal Opportunities for all employees and potential employees and where their dignity is protected and respected at all times.
- Staff Code of Conduct ensure compliance with Cork Printmaker's commitment to ethical and lawful conduct.
- Members Code of Conduct promotes fairness and consistency within the studio and outlines the standard of behaviour required by Cork Printmakers.

## Education, Outreach & Engagement

- Programmes of engagement with identified and targeted groups and communities
  - Eist Linn - workshops to service users of a child & adolescent mental health inpatient unit for young people aged 13 – 17.
  - Young Print Collective - Cork City Creative Ireland funded project with young refugee, asylum seeking & migrant people on a training & mentoring programme.
  - Cork Migrant Centre Women's Printmaking Group - Cork City Creative Ireland funded project with women & mothers in direct provision or ex direct provision.
  - Kabin Crew – pilot project with youth group.
  - Wellsprings – pilot project with young women with complex needs and have experienced significant loss and trauma in their young lives.
  - Crawford Supported Studios – collaboration providing studio access and workshops to neurodiverse artists.

- Brothers of Charity – collaboration providing studio access and workshops to neurodiverse artists.
- Cork Traveller Women’s Network.
- Adult Education programme for members of the public of all abilities.
- Education Programme and Masterclasses for Cork Printmakers members and members of Print Network Ireland.
- Exhibition programmes that represents and reflects the diversity of modern Ireland, inclusive of traditional, contemporary and expanded print practices.
- Accessibility included on events listings and publications.

## Studio

- Access Support Programme to provide assistance to older artists, artists with disabilities and those that require additional support.
- Studio development
  - Installation of new lithography stone storage system to enable easier access and movement of lithography stones.
  - Continued studio development.
- New members inductions covering all aspects of studio usage, best practice, health and safety and introductions to staff and other members. These sessions are designed so new members feel safe, comfortable and welcome while accessing studio facilities and equipment.
- Implement short, affordable 4-hour refresher courses designed to help members regain confidence and proficiency with techniques they haven't used in a while.
- Support for artists in writing and submitting proposals and applications.

## Residencies, Partnerships and Collaborations

- Support for artists and marginalised and underrepresented artists through residencies, collaborations and peer organisation partnerships.
- In From The Margins Project, with five print studios; Cork Printmakers, Edinburgh Printmakers (Scotland), MGLC (Slovenia), Funen Printmaking Studio (Denmark) and AGA LAB (Netherlands). Cork Printmakers facilitated 6 residencies with artists from refugee, migrant or displacement backgrounds. Continued support through residencies, collaborations and peer organisation partnerships. Project supported by the European Commission’s Education, Audiovisual and Culture Executive Agency (EACEA), through its Creative Europe programme and The Arts Council Creative Europe Co-Funding Award.
- Continue to explore future project opportunities.

## **Bursaries**

- 6 x Membership & Education Bursaries to graduates from MTU, LSAD, SETU and Cork College of FET to assist graduates in accessing a professional print studio and developing their artistic practice

## **Marketing and Communications**

- Cork Printmakers aims to include image descriptors, navigable content and clear layout on all digital platforms. Our marketing materials are disseminated through our website, newsletter, word-of-mouth, and social media/print media platforms are non-discriminatory and reflect Cork Printmakers commitment to equality.

## **Queries and Complaints**

- Cork Printmakers practises a zero-tolerance approach to racism, discrimination or bias towards any individual or group who works with / for us, and will take appropriate action against any instances we are made aware of. If any member, employee, artist, or visitor to our studio wishes to raise an issue regarding the implementation of the EDI Policy, please contact the Director Peter McMorris at [director@corkprintmakers.ie](mailto:director@corkprintmakers.ie) and the matter will be investigated fairly and promptly.

## **Accessibility to the studio**

Cork Printmakers is located on Wandesford Quay. To access the building pass through the purple gated Wandesford Quay Courtyard and the entrance is located at the far end of the courtyard. Entrance to the building is through two wooden doors. The building and ground floor toilets are wheelchair accessible, and a lift and staircase provide access to all floors. All three studio floors are wheelchair accessible. The ground floor etching and relief studio is accessed through a wooden door to the right once you enter the building. The first-floor screen printing and lithography studio is reached by lift or staircase, and the entrance is through a single wooden door on the left of the landing. The second-floor office, gallery and digital suite are accessed by lift or staircase and the entrance is through a single wooden door on the left of the landing.

## Conclusion

This policy aims to foster an inclusive, diverse, and equitable environment within the artistic community. By prioritising equality, access, and opportunity for all artists, regardless of background, we strive to create a supportive and respectful space that nurtures creativity and artistic expression. Through ongoing commitment to this policy and plan, we ensure that our studio remains a welcoming space where every artist can thrive, collaborate, and contribute to the rich diversity of the arts.