



The Model Equality, Diversity & Inclusion Policy

The Model, home of The Niland Collection is open to everyone and cares deeply about becoming more culturally diverse and inclusive. Our EDI Policy therefore sets out our commitment to taking actions to actively deepen our understanding of inequalities in the arts and to develop ways to address them. The policy has been developed within a broader policy framework which includes the United Nations Sustainable Development Goals 2030, the Arts Council and Create.

We will reflect contemporary society and to bring all peoples closer to art, and will be guided by principles of best practice in line with the United Nations Sustainable Development Goals 2030.

We will absolutely commit to treat every visitor, staff member, tenant and service user and contractor equally, regardless of their age, ability, sex, sexual orientation, gender, gender identity, race, religion or belief, ethnicity, pregnancy or maternity, membership of the Travelling Community, family status, civil status or socio-economic status. Sexist, racist, homophobic, transphobic or otherwise offensive and inflammatory remarks and behaviour are not acceptable. These constitute harassment, and have no place at The Model.

Objective:

The Model strives in everything it does, to respect, support and ensure the inclusion of all voices and cultures that make up Ireland today, through our programme, audience & artist engagement, and the make-up of our staff + board.

Actions:

- We will continue to consult with our key stakeholders to review our policy and deepen our engagement with diverse communities on an annual basis.
- We will involve artists in the development of our Equality, Diversity and Inclusion work through our artist engagement platform.
- We will engage EDI experts from the artistic community to carry out audits of The Model's visitor experience both online and on-site
- We will prioritise programmes which are underpinned by equality, human rights and diversity, bringing people of all backgrounds together through high quality socially-engaged arts projects and transformative work by artists in an atmosphere of inclusivity and respect.

The Model



- We will enrich and broaden our cultural heritage by engaging artists from ethnic minorities of Irish, mixed or immigrant backgrounds.
- Through substantive evaluative measures, we will engage, listen to and learn from our audiences, artists, staff and board of directors, so that we are pro-active in shaping an inclusive and representative future.

Accessibility

We aim to ensure that our building is fully accessible and as a charity limited by available public funding, we do this under the guidance of our Board of Directors and in partnership with Sligo County Council who own our building.

Staff & Board

The Model is an inclusive employer in the Arts and Cultural Community and accommodates diversity in employment and our artistic programme where practicable. We have an EDI sub-committee who oversees our commitment to effective Equality, Human Rights and Diversity. Board members sitting on this committee have expertise and competencies in this area.

Strategic Plan

The Model is adopting a new Strategic Plan (2024-2028) and commits to enshrine these values of inclusion and the celebration of diversity in this plan.

Dealing with discrimination and harassment

If any of our audiences, artists, staff or board of directors feels they have been discriminated against by The Model or harassed at any of our events they should raise this with the Director via the email emermcgarry@themodel.ie, who will deal with these complaints or concerns in line with The Model's Policies and Procedures Handbook.