

EDI Policy & Plan- August 2025

Graphic Studio Dublin (GSD) is dedicated to encouraging a supportive and inclusive culture within our organisation amongst our Staff, board, membership and all other users of our studio and gallery. We are committed to equality of opportunity and the protection of fundamental human rights. We recognise that we are enriched by, and we value, diversity, individuality and inclusion, diversity of practice and engagement, and diverse social and cultural traditions.

GSD adheres to the employment Equality acts, 1998 – 2015 and the Equal Status act 2000 – 2015. We align ourselves with the Arts Council's EHRD Policy and have referred to the Equality, Diversity & Inclusion Toolkit.

Aim of policy

To promote and encourage equality of opportunity, and prohibit discrimination on grounds of Gender, Civil status, Family status, Sexual orientation, Religion, Age, Disability, Nationality or ethnicity, Membership of traveller or other minority community, and Socio-economic background.

We aim to create an environment that promotes dignity and respect, in which individual differences and the contributions of all are recognised and valued. We continue to address perception, representation and accessibility barriers through meaningful collaboration, sharing of knowledge and good practices.

We aim to:

- Promote awareness of these values within the organisation, to potential audiences, the artistic community, and the public.
- Promote diversity within our organisation - board of directors, staff, membership and other studio users, and audiences.
- Promote awareness of our organisation and make connections with diverse artistic communities and public audiences.
- Extend our range of stakeholders and liaise with organisations and groups of our local and wider community.
- Provide up to date, accessible facilities, remove barriers to meaningful engagement, and avoid reinforcement of inequalities.
- Provide, promote a welcoming atmosphere within our organization, respect independence and right of autonomy, and respect diversity and social and cultural differences.
- Provide affordable engagement opportunities, and affordable pathways to longer term engagement with our organisation.

We will continue to identify gaps between our current and ideal policy, and opportunities to evolve and embrace diversity of practice and engagement in a meaningful way.

We will deepen our understanding of inequities and develop substantive ways to address them, and research best practice and technical developments by collaborating with stakeholder organisations, and through data collection, feedback and reviews.

Positive actions to promote meaningful engagements with arts and culture in Graphic Studio Dublin:

Company Values

- We will include the values of Equality, Diversity and Inclusion through our mission and values, our Strategy Plan and our Policies.
- We will increase the visibility of our commitment by stating it on our website, printed materials and any invitations to take part in the activities of the organisation.
- We will develop a gender equality policy and include this as part of our Employees handbook, to inform our hiring practice.
- We will review our Board Structure, our gender balance and our procedure for the appointment of future Board Directors.

Financial

- We will continue to support artists at the beginning of their careers by offering reduced membership rate for their first two years post-graduation.
- We will continue to offer assistance with fees to members on a case-to-case basis if they are having financial difficulties that will prevent them accessing our facilities.
- To provide affordable pathways to longer term engagement with our organisation, we will offer annual bursaries. These will allow access to a chosen studio course or work experience to a person who may otherwise not be able to attend, with respect to the diverse groups set out in this document.

Educational/Social

- We are developing a code of conduct for staff and studio users, which will outline everyone's responsibilities in relation to equality, diversity, and inclusion.
- We will proactively make contact with local second level school communities and assist with promoting the arts as a career choice and with accessing printmaking courses for leaving cert art students to aid with portfolio preparation.
- Outreach program - we will identify socio demographic groups that are unaware of or face challenges in accessing printmaking facilities, and develop introductory courses for them that could provide the first stepping stones to longer term engagement with the arts.
- Introductory courses will lead to access to reserved subsidised places on a number of printmaking courses and other events. Courses offered to Erasmus interns while on placement. Long term internship offered to IADT Print students plus training in Studio Maintenance.
- Graduate Award made to 2 Print graduates- 2023- Oisin Tozer TUD and Rachel Kenny NCAD- 1 year membership, course of choice, studio access, technical & print support & mentoring, exhibition opportunities.

Equality-Diversity-Inclusion

Physical/Access

- Provide cost effective ongoing assisted access via a reduced rate for courses for those who may have a physical or other disability.
- Provide studio membership with planned assisted printmaking activities for those with restricted mobility.
- Continue to review and, where practicable, will introduce best practice and technical developments that will improve access to our facilities to allow artists to make art.
- Carry out an audit of our Studio and Gallery premises to determine structural or other changes that may improve access for all.
- Ensure optimum physical access to parking, lifts and other facilities within the studio are maintained and improved.
- We have currently assisted access to etching courses. We will reassess all of our facilities with a view to providing access to other print media such as screen print, lithography etc.
- To improve access, we plan to motorise some of our printing presses, and provide lower or adjustable work surfaces.
- We are developing an assist service where members will assist other studio users with reduced physical ability.

Public Engagement

- Gallery Infrastructure to be audited and recommendations made - including the maintenance of the temporary ramp access to front door, reviewing work which may be on show at mezzanine level.
- Provide a welcoming atmosphere to all who wish to visit and enjoy the art on display, encourage questions and comment on the work in plain, simple English. Invite groups who may not typically visit a gallery to view and enjoy the art.
- Review legibility of information for exhibition displays (eg font type, size, contrast & colour).
- Social Media- Review the current presentation on social media and consider the use of colour, presentation, accessible language and audio & visual aids of images.
- Website- Review the current website design and develop parameters and standards to improve transparency, accessibility, legibility, audio and visual aids, with reference to WCAG guidelines.
- Continue to provide online access to annual 'Artist beyond the Studio Talks, both live and through our YouTube Channel. Extend the range of social media and website posts showing live action printmaking and events.

EDI Team Members

- Review the EDI Team annually, to include Board & Management, Studio & Gallery, to be led by Robert Russell, Studio Director.

Equality Diversity & Inclusion- Action Plan 2024-2025

We aim to prioritise the following actions in 2024-25:

Company Values

- We will review and update this EDI Policy following the Print Network Ireland EDI Policy Consultation and Workshop
- We will increase the visibility of our commitment by stating it on our website, printed materials and any invitations to take part in the activities of the organisation.
- We will review our Board Structure, our gender balance and our procedure for the appointment of future Board Directors.

Financial

- To provide affordable pathways to longer term engagement with our organisation, we will continue to offer annual bursaries. These will allow access to a chosen studio course or work experience to a person who may otherwise not be able to attend, with respect to the diverse groups set out in this document

Educational/Social

- Outreach program - we will identify socio demographic groups that are unaware of or face challenges in accessing printmaking facilities, and develop introductory courses for them that could provide the first stepping stones to longer term engagement with the arts.
- We will maintain and expand our support to graduates through awards, reduced fees and partnership awards, allowing them to build a professional practice.

Physical/Access

- Develop a Studio Assistance programme to provide cost effective ongoing assisted access via a reduced rate for courses for those who may have a physical or other disability.
- Establish an ongoing programme for older members who may need assistance to continue their practice and encourage a member peer assistance pairing.
- Carry out an audit of our Studio and Gallery premises to determine structural, equipment or other changes that may improve access for all.

Public Engagement

- Provide a welcoming atmosphere to all who wish to visit and enjoy the art on display, encourage questions and comment on the work in plain, simple English. Invite groups who may not typically visit a gallery to view and enjoy the art.
- Review legibility of information for exhibition displays (eg font type, size, contrast & colour).
- Website & Social Media- Review the current website and social media platforms and develop parameters and standards to improve transparency, accessibility, legibility, audio and visual aids, with reference to WCAG guidelines.

Equality-Diversity-Inclusion

- Continue to provide online access to annual 'Artist beyond the Studio' Talks, both live and through our YouTube Channel. Extend the range of social media and website posts showing live action printmaking and events.