



Galway Film Fleadh

EDI POLICY **2023 - 2024**

EQUALITY, DIVERSITY AND INCLUSION



Equality, Diversity, and Inclusion (EDI) Policy

Introduction:

Galway Film Fleadh (GFF) are committed to embedding and promoting equality, diversity, and inclusion (EDI) into all our activities and working practices. We recognise our role in contributing towards a vibrant, inclusive, and accessible cultural landscape in Ireland and our responsibility in challenging systemic forms of oppression and barriers to inclusion. GFF are committed to providing and creating a workforce that is free from discrimination and inequality, which allows all employees to thrive and be treated with respect and dignity, no matter their background or characteristics.

EDI Summary:

EDI stands for Equality, Diversity, and Inclusion. As a discipline, EDI is about recognising and embracing the differences that exist within any given setting and providing the necessary support, so everyone feels included and able to thrive personally and professionally within that environment.

- **Equality:** the act of ensuring that processes and programs are impartial, fair and provide equal possible outcomes for every individual.
- **Diversity:** refers to the presence of differences within a given setting; in the workplace, that may mean differences in race, ethnicity, gender, gender identity, sexual orientation, age, and socioeconomic background. We are committed to ensuring that differences are recognised, respected, and valued, evidenced in part by championing representation of diverse lived experiences, on and off screen.
- **Inclusion:** the practice to ensure people (audiences, filmmakers, event contributors, staff and volunteers and the wider community) feel a sense of belonging at work.

This policy expresses GFF's commitment not to discriminate on the grounds of the nine characteristics outlined below. Ireland's equality laws outlaw discrimination on nine characteristics:

1. Gender
2. Civil status
3. Family status
4. Sexual orientation
5. Disability
6. Religion
7. Age
8. Race
9. Membership of the Traveller community.

All these grounds are protected from discrimination in employment and in access to good services and facilities. Read more: Employment Equality Act, 1998.



Equality, Diversity, and Inclusion: 2023-24 Strategy & Action Plan

This strategy and action plan outlines the organisation's commitment to meeting and exceeding our duties, employing, and promoting best practice in relation to our core organisational operations, the language we use to communicate and the festivals, events, projects, and opportunities we initiate.

What we have be doing so far:

- Actively advocating for an increased awareness of and commitment to anti-racism, equality, diversity, and inclusion at all levels within our organisation, across our programming and among our networks.
- Identifying the needs of our members in relation to EDI matters, securing and sharing the resources to build knowledge and awareness in the sector.
- Providing mandatory EDI training and courses for our staff to complete.
- All our venues are accessible and have access means such as loop systems, gender neutral toilets, wheelchair access, adjustable sound, and light & call buttons.
- All our venues are child friendly & have step free access.
- Our film programme is diverse and inclusive. We provide a platform for underrepresented and marginalised voices at our events and on screen.
- Created EDI committee who will oversee our Action Plan and review and monitor it accordingly.
- Ensuring our online output is accessible (minimal capitals, minimal colour, ALT text).
- Developing and preparing our EDI policy online for publication.

The festival is not complacent about its progress to date and recognises that there is more work to be done to achieve diversity in all its activities. To implement this strategy, we are committing to take the following actions...

Key Actions and Targets for 2023:

We will...

- Set a target of 50:50 gender representation across the Film Fleadh feature film programme.
- Provide a breakdown of EDI statistics in our post-event reporting and publicising these statistics on our website.
- Provide necessary training and support to our staff – including Safe to Create and Unconscious Bias Training – and share best practices, toolkits and resources and actively implement them.
- Provide care, cooperation, respect, and accountability in all our interactions, projects, and activities.



- Continue to embed EDI into our programming and the planning of all our events (e.g., diversity of filmmakers and event contributors, venue accessibility, marketing, and promotion).
- Continue to take proactive measures to promote opportunities to underrepresented groups by inviting films from diverse directors and creative teams to participate in the festival and informing our programming team of the organisation's EDI policy to programme with this in mind.
- Overhaul our submissions portal by requesting further information on EDI at the point of submission. A sample question will include 'what is the gender and ethnicity of the director?'
- Undertake a complete audit of the organisation's accessibility priorities in terms of programme, venues and suppliers.
- Use social media to engage with national days of celebration.
- Use preferred pronouns in meetings with staff.
- Research and implement inclusive and accessible design in our programme, website, workspaces, and social media.
- Survey audience & contributors post festival to review their needs.
- Sign and adhere to The Dignity in the Workplace CODE OF BEHAVIOUR.

2023 Post-Festival EDI Report:

In 2023, GFF made significant strides in advancing EDI initiatives, successfully accomplishing many of the targets and actions outlined in Key Actions and Targets for 2023.

We have...

- Achieved a 50:50 gender split in programming (with 51% female vs 49% male representation).
- Introduced a policy to make sure Staff/board members/volunteers in the organisation take part in EDI training. All staff in 2023 have completed Unconscious bias training, Active Bystander, Safe to Create training and will continue to participate in training on an annual basis.
- Signed and adhered to The Dignity in the Workplace CODE OF BEHAVIOUR.
- Ensured diverse representation on event panels, exemplified by our successful Chroma Day which was created in partnership with Chroma International Film Festival, and included an Anti-Bias and Anti-Racism Seminar and three diverse film screenings from filmmakers with diverse backgrounds.
- Ensured representation of disability topics in programming, exemplified by our panel 'Neurodiversity in the Film Industry' and film screening of Polish film Backwards.
- Completed an overhaul of our submission forms to include EDI specific questions pertaining to gender and ethnicity.
- Targeted initiative around programming to ensure diversity around the programme content. This includes reaching out and inviting diverse films, filmmakers, industry professionals and organisations to take part in GFF.



- Taken significant steps to ensure accessibility, including conducting a comprehensive venue audit, providing access codes, offering an online accessible programme material, and highlighting subtitled films in our programme.
- Implemented accessible design in our marketing materials and ensured that our online platforms adhere to inclusivity using accessible language and alt text.
- Introduced discount codes and accessible ticket prices to make the festival accessible to all communities.
- Developed an EDI policy & resource pack for staff, distributed it and published our policy online.
- Created an accessible post-festival survey to monitor demographics.
- Ensured fair pay across festival roles and make swift payment to contracted/casual staff members.

EDI Action Plan Future Targets:

We will...

- Continue to achieve a 50:50 gender split in features programming and aim to achieve this across all other programmes (shorts etc.)
- Increase representation of other underrepresented groups, such as LGBTQ+ individuals and people with disabilities.
- Expand the implementation of mandatory EDI training for staff.
- Continue to overhaul the festival's submissions portal by including more questions on EDI and ensure that submission portal is accessible.
- Conduct regular audits of the festival's accessibility priorities, including venues, programme, partnership and supplier accessibility.
- Ensuring transparency when recruiting for new positions and ensuring selection committees are briefed fully on the GFF EDI policy.
- Ensure fair pay across festival roles and make swift payment to contracted/casual staff members.
- Enable progression within the organisation, mentor staff members to up-skill so they can move within the organisation.
- Ensure artistic and executive leaders advocate for and are accountable for diversity and inclusion.
- Develop partnerships with organisations and communities that focus on EDI initiatives.
- Rehaul and evaluate our post-festival survey to make it more accessible and include more EDI focused questions.
- Publish EDI statistics on the festival's website and in post-event reports and continue to make progress towards achieving diversity in all festival activities.
- Create and maintain a welcoming and safe environment for all attendees.

The festival will treat this EDI policy as a living document that will we continue to refine and improve by monitoring, data collection and analysis of attendees and contributors at GFF event.



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The festival will endeavour to will collect and evaluate recruitment, programming, and participation (filmmakers, collaborators, attendees, volunteers) data. We will continue to add to this data and continue to refine it. We will share this data and will use it as a basis for identifying and adjusting future strategic priorities.