



Equality, Diversity & Inclusion Policy & Plan

Approved - July 2026

Context – Here & Now

South Tipperary Arts Centre has always demonstrated a commitment to Equality, Diversity and Inclusion, especially through our exhibitions and public programmes. Our aim is to not only to ensure operating in line with required legislation and the Arts Council's protocol on Equality, Human Rights & Diversity Policy & Strategy (2019), but to truly be a place where everyone is welcomed. This plan develops on our EDI work to date and outlines specific actions over the course of the coming years to actively deepen our understanding of inequalities in the arts and develop substantive ways to address them, within the capacity of the organisation.

South Tipperary Arts Centre (STAC) acknowledges and firmly believes that every person has the right to create, engage with, enjoy, and participate in the arts. STAC recognises that increased diversity and equality in the arts supports richer creativity in Ireland and impacts positively on arts development, as well as wider social, cultural, and economic development. As a publicly funded organisation STAC has made a commitment to promote equality of opportunity, access and outcomes for all those engaging with us, regardless of their gender, sexual orientation, civil or family status, religion, age, disability, race, membership of the Traveller community or socio-economic status. We also recognise background as a further basis for which equality of opportunity, access and outcomes must be guaranteed.

2022, CSO figures places the population of Clonmel at 18,369 –

- 80% stating their place of birth as Ireland and 15% stating their place of birth as outside Ireland or UK.
- 83% of the population categorise themselves as White Irish or Other White
- 8% as White Irish Traveller/Black/Black Irish/Asian/Asian Irish/Other.
- 25% of the population categorised themselves as living with a disability.

While STAC engages audiences and groups from a much boarder area than just within the town of Clonmel, the people living in the town are our immediate public and so it is essential to know and consider this demographic make-up.

In our organisation and practice and we will continue to work towards ensuring that our board, staff, advisers, and panellists, best reflect and represent the diversity of our society. STAC is a member of Safe to Create and all staff have undergone training related to respect and safety within the work place. Imbedded in the organisation is a culture of respect and openness – all staff respect each other and collaborate, and treat all persons who engage with us (whether in-person or online) with respect, kindness and dignity. As a small team/organisation, this is vital.

Both of our buildings, STAC and STAC Chapel, are adapted-use buildings and both are protected structures – this means that accessibility measures have had to be 'added' to the buildings to meet requirements. Our main building on Nelson St, is accessible with double doors and internal automatic doors to access the reception/office and gallery. Our ground floor is fully compliant with disability access for patrons, and our upper floor can be accessed by chair-lift. STAC Chapel has accessible wheelchair access to the rear of the building and a fully accessible toilet. Service dogs are welcome in both buildings. Accessibility information is available on our website so visitors can check in advance.

STAC's commitment to 'living' this policy is evidenced most clearly in our programming and through our approach to education and outreach despite having a small team and no dedicated staff member. Some examples are as follows;

- Ongoing commitment to the support and development of socially engaged practice, so both artists and groups can have an enriching and rewarding experience - e.g our 2025/2026 project by Séamus Nolan in collaboration with members of the Clonmel Traveller community.
- Diversity in our exhibition programme - e.g. dedicated Bealtaine exhibitions/events celebrating older people and artists, such as WAAG, Walking the Way & Na Cilleacha. Developing exhibitions with d/Disabled artists from the KCAT Studio and others as well artists from the Traveller community.
- Developing relationships with artists and organisations supporting marginalised groups e.g. KCAT – solo show in 2026 for Eileen Mulrooney and our Artistic Director is member of their curatorial advisory group. Cluain Training Centre – our wonderful neighbours who provide training, support and employment to enable people with mental health needs and/or acquired brain injury – we offer regular tours and engagement for their service users.
- High levels of engagement with children and young people e.g.
 - 5 weekly classes for children ages 5 -15.
 - Annual Cruinniu na nÓg events
 - Engagement packs for each exhibition created and sent to local Primary and Secondary schools – tours also offered.
 - Santa’s Sensory Grotto – annual festive experience for children with sensory issues.
 - ETB – we engage with students via tours and work experience opportunities.
 - TUS Clonmel – staff representative on STAC Board and student engagement

Equality and Diversity Aims and Objectives

Programme

To create a rich programme that is exciting because it reflects a range of artists, interests, cultures and creative practice from our community and the wider world we inhabit. To continue our commitment to slow programming and deep relationships; supporting a diversity of artists and practices across longer periods of time and finding ways to support any other access needs.

Audiences

To encourage audiences that reflects the exciting and invigorating diversity of Clonmel and Ireland.
To increase engagement with the work we do with targeted groups from within our community.

Governance, leadership and staff

To ensure STAC actively and meaningfully engages with EDI policy and practice through Board monitoring via EDI sub-committee.

To exceed the legal obligations for Equality and Diversity and fully comply with Irish and European law.

To reflect the diversity of our community in our staff and Board and to always ensure a safe, welcoming and accessible organisation.

Partnerships and Collaborations

To work in partnership with our communities and funding bodies to exceed our Equality and Diversity targets, to learn from other leaders in this area and make effective use of limited resources.

The objectives of STAC in striving to be an Equal Opportunities organisation are:

- Ensuring that no member of staff, Board member, volunteer, visitor, audience member / user group is subject to unfair or unlawful discrimination.
- Ensuring that staff and Board members understand the forms and effects of discrimination.
- Seeking to ensure the composition of the staff and Board reflects the demographics of Clonmel.
- Ensuring that the premises are accessible for disabled people, in the ability to move around the building, use equipment (as appropriate and in line with health and safety provisions) and access services provided.
- Strengthening links with groups experiencing discrimination and Increasing awareness within the organisation of the needs of groups which experience discrimination.

Actions

Within the next 12months -

1. 'Positive Invitations' implemented across all our Call Outs and invitations to artists and collaborators. This means emphasising that marginalised persons are welcome beyond merely saying 'This application is open to all artists'.
2. Expand access material and information on our website – subtitled videos and transcripts of recorded events – improve the accessible functionality of website (menus/buttons etc) – add video showing how to access the building, where sensor for door and accessible toilet is, and include the 'sound' of the building esp. gallery for people with sensory sensitivity.

Within next 1- 3 years

1. Expand diversity of STAC Board – invite/elect one person that reflects the diversity of our community.
2. Develop sustained and meaningful relationships with some of the groups in our immediate geographical vicinity, such as Cluain, members of the Traveller community, and local schools, as well as newer groups such as asylum seekers in new IPAS and the community of the new Tipperary Islamic Cultural Centre (TICC).
3. Secure funding to employ a dedicated staff member for Education & Outreach (Part-time, 3 days) to increase capacity in developing and delivering on our EDI goals into the future.

The Artistic Director will be responsible for developing, implementing and monitoring the policy in conjunction with the Board sub-committee. All members of staff will assist the Artistic Director in implementing and monitoring the Equality and Diversity Policy. All contract and project personnel will be required to promote equality of opportunity as part of their terms of engagement.

This policy will be reviewed by the Artistic Director, staff and Board sub-committee every 12months, including an evaluation of objectives and outcomes, with revisions and updates implemented as required.