

The Gallery Press Equality, Diversity and Inclusion Policy

The Gallery Press is an equal opportunities employer and will ensure that best practice informs the selection and appointment of all employment vacancies.

Likewise, The Gallery Press has fine-tuned procedures over the past few years which are intended to ensure equality of opportunity for those external stakeholders with whom it interacts, including authors, participants in workshops, visual artists and the potential audience for the work of the Press. In particular the Company assesses on an ongoing basis, its responsibilities and actions in respect of people relating to the nine characteristics identified in the Equal Status Acts (2000-2018) of: age; civil status; disability; family status; gender; membership of the traveller community; race; religion; and sexual orientation. Although not specified in the Act, socio-economic status is generally included in EDI policies.

The Gallery Press is mindful of the need to ensure that its EDI policies are relevant and effective in a society that is constantly changing. Underrepresented individuals and groups will be identified to try to counteract prejudice and exclusion in their participation as audience and writers.

The Gallery Press is doing and will do what it can but feels it is preferable that modest ambition is well delivered rather than pursuing broad aspirational objectives that have little hope of being fulfilled.

Specific initiatives currently being undertaken by The Gallery Press in terms of EDI policy are outlined below.

GOVERNANCE AND OPERATIONAL DEVELOPMENTS

In 2021 The Gallery Press has undertaken a significant review of several aspects of its Governance policies, with the assistance of Capacity Building support from The Arts Council. From the point of view of EDI practice, this review has resulted in the preparation and adoption of a series of initiatives that will enhance equality and protection of the Company's staff and other stakeholders. These include: a new Employee Handbook; a contemporary Code of Conduct in respect of Bullying, Harassment, Sexual Harassment and Victimisation; the establishment of 2 new sub-committees of the Board of Directors (drawn from the current Advisory Panel) to deal with Management and Cultural issues.

In 2021, The Gallery Press invited Grace Wilentz to be a member of its Advisory Panel. Grace is an experienced activist in the field of social and community affairs and will help the Company to evolve its EDI initiatives going forward.

The Gallery Press has attended specific webinars designed by the RAISE programme to develop its EDI policies and ensure that they represent best current practice. The principles espoused by the RAISE programme for assessing and developing EDI policy are being effectively applied by the Company.

GENDER BALANCE

The following table illustrates the development, over four years, of gender balance in those authors published by the press from 2019 – 2022

YEAR	Male Authors	Female Authors
2019	9	2
2020	5	3 (1 with male translator)
2021	6	5
2022 (planned)	5	6

Because The Gallery Press is committed to publishing the finest writers available it is inevitable that there will be fluctuations from year to year, but it is hoped that an overall gender equality balance of male/female authors will be maintained over any 3-5 year timespan.

LANGUAGES

The Gallery Press is committed to the publication of work by Irish language authors as evidenced by its publication of books by Nuala Ní Dhomhnaill, Michael Hartnett and Pearse Hutchinson. Over the past few years work by younger Irish language authors – Caitriona Ní Chléirchín, Ailbhe Ní Ghearbhuigh, Aifric Mac Aodha – have been published. These works are published bi-lingually with the aim of bringing a wider audience to their work.

In 2021, and in association with NUI Galway, The Gallery Press will publish a book of multilingual translations (12 languages) of poems from Nuala Ní Dhomhnaill's *Fifty Minute Mermaid* (using Paul Muldoon's translations).

WORKSHOPS FOR ASPIRING/EMERGING POETS

With the aim of encouraging a diverse range of applicants The Gallery Press has introduced, in 2021, a series of workshops to identify and promote the talents of aspiring and emerging poets based on a liberal interpretation of 'Irish' writers. The fee for these workshops, facilitated by poets who are published by The Gallery Press, is kept at a very low level to ensure that cost is not an obstacle to participation. Their availability is being promoted widely. The Gallery Press has engaged with County Arts Officers and Writing Groups (north and south) as well as CREATE and Fighting Words to facilitate the publicising of the workshops amongst their data bases. We hope that this initiative can be repeated annually.

WIDER ELIGIBILITY FOR SUBMISSIONS

In the past it was the policy of The Gallery Press to consider only submissions from 'Irish' authors. The definition of 'Irish' has been expanded recently to include a sector of the population who were previously excluded from consideration. The Press now encourages those who are Irish by birth, residence or citizenship or those who have applied for citizenship.

PUBLIC ENGAGEMENT

The Gallery Press is alive to a range of possible ways of reaching diverse audiences for the work of its published authors. Participation in workshops, seminars and festivals ensures awareness of current trends. A recent innovation which has been warmly welcomed is the display of the work of Gallery poets on BigBellySolar bins around Dublin city, making poetry accessible through public engagement beyond what is possible through other Press activities.

The Press also distributes free of charge a selection of its published works to literary and artistic organizations and charitable drives. It plans to expand this distribution of works to targeted groups that are amongst the ten societal groups subject to protection from discrimination.

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