



DIVERSITY & INCLUSION POLICY 2021-2022

Introduction

Ériu Dance Company promotes Irish dance as a living, ever-evolving tradition. Ériu recognises that Irish dance is now a global phenomenon and not purely engaged by the Irish or the Irish diaspora. Many professional dancers now come from countries and backgrounds with no significant historical connection with Ireland. For many years, Ériu has employed, and continues to employ, dancers from Japan, mainland and eastern Europe, Russia, etc., as well as Irish artists of non-Caucasian ethnicity, reflecting the diversity of contemporary Ireland.

Beyond showcasing diversity and inclusion on the stage, Ériu aims to reflect the diversity of Irish society and to promote inclusion through all facets of the company's work. Between 2021-22, Ériu has identified different areas of the company's work through which to progress specific initiatives relating to diversity and inclusion, as outlined below.

Focus Area	Objective	Activities
<i>Leadership & Advocacy</i>	<ul style="list-style-type: none"> ▪ To ensure our Board of Directors is diverse, particularly with respect to gender parity. ▪ To make diversity an integral element of casting and production teams. ▪ To redress typical 'virtuosic' dance form biases (eg older dancers – especially women – are too easily considered 'over the hill') 	<ul style="list-style-type: none"> ▪ Fill the remaining positions on the Board with (at least) two suitable men. ▪ Publish this policy on our website; review the Policy every two years. ▪ Focus on artistry and less on virtuosity in the casting of works. Eg 'Countless Cathleens' will mainly feature women over the age of 35.
<i>Education & Outreach</i>	<ul style="list-style-type: none"> ▪ To provide access to dance and the wider creative industries to young people from regional and disadvantaged backgrounds. 	<ul style="list-style-type: none"> ▪ Establish regional hubs of <i>Na Mic Ua gGorra</i> – our youth company – with a specific focus on accessibility and inclusion.
<i>Partnerships</i>	<ul style="list-style-type: none"> ▪ To establish partnerships with venues, educational institutions, and funders with whom our commitment to diversity and inclusion is aligned. 	<ul style="list-style-type: none"> ▪ Collaborate with venues to reach more diverse audiences. ▪ Identify key partners (venue/educational institute) in each region to develop <i>Na Mic Ua gGorra</i>, with local activities designed specifically to address the needs of young people in the area.