



Cork Midsummer Festival

Gender Equality Policy

June 2018

Introduction

#WakingTheFeminists, a grassroots campaign calling for equality for women across the Irish theatre sector that ran from November 2015 – November 2016, prompted everyone working in the sector to examine their track record in gender equality across all of their activities and responsibilities. A Gender Equality Policy Working Group was established in January 2017 involving representatives from organisations of different types from across the country with the purpose of developing gender equality policies for our respective organisations.

Cork Midsummer Festival acknowledges that women are under-represented in Irish theatre and other artforms. We are committed to addressing this issue in a measurable, sustainable and meaningful way. We are committed to increasing the participation, and improving the experience, of women artists.

The Festival operates as one organisation situated in a wider cultural landscape locally, nationally and internationally. We have responsibilities and actions that are entirely within our control and, outside of that, a direct sphere of influence. Our goal is to achieve gender equality across all areas of our operations with which we have direct control, to understand and recognise the responsibilities and influence we have in a wider context and to advocate for gender equality at every opportunity.

Specifically in relation to our theatre programme, the following are Cork Midsummer Festival's gender equality statistics for participating directors, writers and devisers from 2016 – 2018:

Year	Directors	Writers/devisers
2016	M: 33% F: 67%	M: 44% F: 56%
2017	M: 67% F: 33%	M: 33% F: 67%
2018	M: 50% F: 50%	M: 57% F: 43%

Company commitments

What is Gender Equality?

As defined by the Department of Justice and Equality:

Gender equality is achieved when women and men enjoy the same rights and opportunities across all sectors of society, including economic participation and decision-making, and when the different behaviours, aspirations and needs of women and men are equally valued and favoured.

Gender equality is core to Cork Midsummer Festival's values. We are committed to encouraging and achieving gender equality across four core areas of our operations:

1. Governance
2. Staffing and Recruitment
3. Programme
4. Communications

Under each of these pillars, Cork Midsummer Festival commits to:

Governance

- Achieve gender balance in board composition

- Keep gender equality as a permanent item on agendas for every Board meetings
- Endeavour to embed gender equality, and equality generally, into the mission of the Festival as well as existing and future strategic plans

Staffing and recruitment

- When positions, full or part-time, become available within the organisation, the company will encourage applications from a broad range of applicants
- Ensure that all employees are made aware of the company Gender Equality Policy
- Ensure non-discriminatory pay scales for employees and independent contractors
- Develop sustainable policies to allow flexibility for employees balancing work, parenthood and other family care commitments
- Continually review employment practices and procedures to ensure fairness and compliance with the law
- Take seriously complaints of bullying, harassment, sexual harassment, victimisation and unlawful discrimination. Such acts will be dealt with as misconduct under Cork Midsummer Festival's grievance and disciplinary procedures and appropriate action taken

Programme

- Achieve gender balance averaging over a five year period in the work presented in the Festival across all artforms in terms of directors and lead artists
- Actively encourage venues and companies working with us to produce events for the Festival to consider gender equality in choice of work produced and to encourage them to ensure that female artists are afforded equal opportunities on Cork Midsummer Festival productions
- Work to ensure gender parity across projects of different scale (in terms of ambition, size of the project, resources allocated and programme prominence) averaging over a five year period

Communications

- Advertising and marketing strategies will be non-discriminatory and will communicate CMF's commitment to gender equality
- Ensuring gender equality and diversity in all external communications in relation to the Festival including choice of Festival imagery.

Implementation, monitoring and evaluation

- Overall responsibility for gender equality issues lies with the Director of Cork Midsummer Festival
- Each member of staff is expected to abide by all applicable laws on this subject and to uphold CMF's commitment to Gender Equality
- An action plan will be developed on an annual basis and the implementation of that plan will be reviewed regularly by the Board and Executive
- CMF will publish gender equality statistics on our website, corkmidsummer.com, annually.