

## *Dublin Theatre Festival Gender Equality Policy*

### Context

This policy has been prepared to address the acknowledged underrepresentation of women in the performing arts in Ireland and internationally.

Dublin Theatre Festival is committed to gender equality<sup>1</sup>; in its governance, in the recruitment of its full time and part time staff and in the programmes of its annual festival editions, including ancillary programmes.

Gender equality is measured by looking at the representation of men and of women in a range of roles. Where gender is cited in this document it means anyone who identifies as that gender.

### Legislative Framework

Dublin Theatre Festival operates in line with the Employment Equality Acts 1998–2015 and ensures that it does not treat anyone less favourably based on any of the grounds identified in that legislation. The organisation is also bound by Employment Acts 1993-2016.

### Governance

Dublin Theatre Festival's Board of Directors is appointed with consideration for the appropriate range of competencies required for good governance of the organisation. The Board is currently gender balanced and co-option, recruitment, and re-election, processes are framed by the requirement to maintain this balance.

### Staff

Dublin Theatre Festival will take an active part in creating a culture where there is equality of opportunity at all levels and career stages and will actively encourage applications for genders that are underrepresented in roles in the organisation. Where either gender is consistently underrepresented in a role, the executive will devise and implement initiatives to address this.

For all recruitment of full time roles no interview panel will be composed exclusively of a single gender.

### Programme

Dublin Theatre Festival will pursue gender equality across all strands of its programme.

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<sup>1</sup> 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.  
<http://genderequality.ie/en/GE/Pages/WhatisGE>

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In the annual programmes that it presents, the organisation will strongly strive to achieve gender equality in terms of lead artists, understood generally to be the director/theatre maker, within 5 years, if not sooner. It will seek to do this across the range of scales of work.

In the work that it hosts, presented by the city's producing houses and venues, Dublin Theatre Festival will collaborate with partners that also have gender equality policies in place.

In its ancillary programmes, the composition of panels, workshops, post-show discussions and other events will be balanced across the board. Other than in exceptional circumstances there will be no single gender events.

In order to make the process of selection for the festival more transparent, Dublin Theatre Festival will publish programming criteria on its website, with contact details for interested parties to seek further information.

Following the practice of recent years<sup>2</sup>, Dublin Theatre Festival will publish the gender statistics for its programmes as soon as these are available, using both its own methodology and that developed by #WakingTheFeminists<sup>3</sup>, which does not include opera, dance, productions shorter than 45 minutes or productions that have fewer than five performances.

### Monitoring

Dublin Theatre Festival's progress in achieving gender equality will be discussed biannually at board meetings and this policy will be reviewed annually by the Board to ensure that continues to be up to date and fit for purpose.

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<sup>2</sup> <http://www.bit.ly/DTF2017>

<sup>3</sup> <http://www.wakingthefeminists.org/wp-content/uploads/2017/08/Instructions-for-Template.pdf>