



Fishamble: The New Play Company | Equality, Diversity, and Inclusion Policy

Developed 2021

Reviewed annually – last revision date October 2025

Equality, Diversity & Inclusion Policy

Fishamble is committed to actively fostering an environment that respects the unique characteristics, skills and experiences of all employees, artists and audiences. We aim to foster a work environment where difference is valued and where equality, diversity and inclusion are embedded in our actions, our structure and our culture.

Fishamble is committed to inclusion and diversity in supporting and commissioning artists without regard to race, religion, colour, age, national origin, sexual orientation, gender identity or expression, neurodiversity, physical disability, linguistic background, socio-economic status.

Fishamble has a long history of working with a diverse range of artists. It has worked, for many years, with different communities of artists, to give a voice to playwrights, and other theatre artists, from a variety of backgrounds. In recent years, this has been seen through the following initiatives:

- **Gender Equality policy**, developed in response to the Waking the Feminists movement in 2016
- Workshops for under-represented voices in 2021 from migrant communities;
- **Transatlantic Commissions Programme** (2023) and **Transatlantic Commissions Residency** (2024) with Irish Repertory Theatre New York, which endeavoured to address head-on the historical inequalities in representation that have existed in theatre. This programme supported the creation of four short plays by CN Smith, Felispeaks, Jade Jordan and Kwaku Fortune under the mentorship of Obie Award-winning playwright and Pulitzer Prize finalist, Dael Orlandersmith. These were later developed into full-length plays which were presented as staged readings in New York and Dublin in 2024. *The Black Wolfe Tone* by Kwaku Fortune, which was developed through this project, was produced in full production in New York, Dublin, Bray, and Cork in 2025;
- **Cruising the Boards** (2025) a workshop series for queer theatre-makers and writers based in Ireland led by playwright and facilitator Carys D. Coburn;
- **Who Am I, How Am I?** (2025) an award-winning collaboration with Larkin Community College, which celebrates the voices of ethnically diverse and marginalised young people in Ireland, working with students and young people from over 34 different ethnicities. This pilot programme started in 2024-2025 will continue and expand in 2025-26;
- **The Navigator Project** (2025/26) working with health professionals and medical researchers, Fishamble will commission and develop 8 short plays which focus on health inequalities in marginalised communities in Ireland and in other cultural contexts.

Fishamble has also worked with venues and other organisations to ensure accessibility to its performances through ISL interpreted performances and audio described performances and, more recently, through presenting work online. It has worked with a number of partners to engage audiences and participants from prisons, schools, and community spaces, in Dublin's North-East Inner City, where the company is based.



In order to build on this track record, the company now wishes to monitor and measure its work in this area, and to increase the impact of this strand of its work. It has designed a detailed Diversity, Inclusion and Equality policy and Action Plan in order to help increase representation across its audiences, participants and artists, ensuring that all its work reflects the diverse range of people living in Ireland.

The strategy builds equality and inclusion into every aspect of our work and our detailed action plan will guide us through the implementation of each action and the evaluation of outcomes.

Our Equality, Diversity and Inclusion policy is designed to:

1. Create greater transparency in the implementation and monitoring of Equality, Diversity, and Inclusion actions;
2. Equip all Fishamble staff to build equality, diversity and inclusion into the work they do and the way they work;
3. Embed equality, diversity and inclusion into recruitment, programme delivery and commissions.

The strategic objectives of the policy are:

1. To be an equitable, diverse and inclusive workplace;
2. To engage a diverse range of audiences and participants;
3. To attract and support artists from all backgrounds, including those from under-represented groups;
4. To advance equality, diversity and inclusion through partnership with individuals and organisations that foster these values.

The strategy and action plan have been developed in line with the Arts Council's Equality, Human Rights and Diversity (EHRD) Policy and Strategy (2019) and the Public Sector Equality and Human Rights Duty, which originated in Section 42 of the Irish Human Rights and Equality Act 2014.