



Cruit Éireann, Harp Ireland Statement of Policy on Equality, Diversity and Inclusion¹

Diversity is a core organisational value of Cruit Éireann, Harp Ireland (CÉHI) and is centred on respecting diversity of harping practice, of public engagement, and of our harping traditions. This core value attests to the organisation's commitment to and appreciation of the value of diversity. CÉHI firmly believes that every person living on the island of Ireland has the right to engage with, enjoy and participate in every element of harping.

We are committing in the coming years to deepening our understanding of inequalities in the harping sector and to developing substantive ways to address them. We recognise that our policy must be embedded in our own institutional structure and practice, and we will work towards ensuring that our board, advisory group and members best reflect and represent the diversity of contemporary Ireland.

Key Principles

Cruit Éireann, Harp Ireland:

- States its absolute commitment to the Public Sector Duty (and equality legislation), which outlaws discrimination and requires all publicly-funded organisations to take positive policy measures to promote equality of opportunity, access and outcomes for all those living in Ireland regardless of their gender, sexual orientation, civil or family status, religion, age, disability, race or membership of the Traveller community. Furthermore, we note the ground of socio-economic background as a further basis for which equality of opportunity, access and outcomes must be guaranteed.
- Asserts that a diverse organisation is a more dynamic and effective organisation and undertakes, where possible, as a publicly funded organisation to be more representative of the population in Ireland today.
- Is invested in the creative case for diversity, recognising that increased diversity and equality in harping supports richer creativity in Ireland and impacts positively on development of the practice, as well as wider social and cultural impact.
- Sets out its understanding of the need for the harping sector to be reflective of Ireland in all its diversity, and to the best of our ability, ensure equality of opportunity, access, participation, and representation.

¹ Adapted from the Arts Council's policy statement on Equality, Diversity, and Inclusion

- Undertakes to reflect in its investment from public funds, that in as much as is possible, harpers in receipt of funding better reflect the population profile of contemporary Ireland, inclusive of the most disadvantaged groups.

These principles are aligned with the Arts Council's policy *Making Great Art Work*, and the Arts Council's values as articulated in that strategy, particularly respect for diversity: of artistic practice, of public engagement and of social and cultural traditions.