



Equality, Diversity and Inclusion (EDI) Policy

Introduction

Black Church Print Studio (BCPS) is an artists' collective that supports and promotes the development of contemporary art practice through the medium of printmaking. Established in 1982, with currently over 80 print artists, the studio is located in the heart of Temple Bar (Dublin's cultural quarter). It pushes the boundaries of contemporary print through excellent studio facilities, specialist equipment to create work, a dynamic exhibition programme, and *Process* and *International* residencies.

BCPS strives to engage multiple communities through the provision of meaningful, high quality and authentic participant experiences through our expansive education, engagement and new community workshop programmes, all of which create opportunities for national and international networking. It also presents a new and exciting opportunity for collaborations and partnerships to generate inclusive environments for public learning, dialogue, creativity and cultural encounter.

Definitions

Diversity in our studio means recognising and welcoming differences among our employees, artists and members in terms of gender, civil status, family status, sexual orientation, religion, age, disability, and race.

Equality in our studio means providing equal opportunities to our employees, artists and members in terms of access to employment, training, promotion and career development to all regardless of gender, marital status, family status, age, disability, sexual orientation, race, religion, membership of the Traveller community and being at risk of poverty or social exclusion.

Inclusion in our studio means encouraging and promoting a culture in which the diversity of our employees, artists and members are valued and respected, are treated fairly, can feel comfortable and confident to be themselves and can contribute to the goals and objectives of our studio.

Promoting equality of treatment and opportunity, tackling harassment and discrimination, and welcoming diversity are crucial to the dignity and wellbeing of all our employees, artists, and the public who use our services. We welcome diversity and recognize the benefits it brings, and strive to ensure everyone is made to feel included and respected for who they are. It is the role of management at all levels to manage equality, diversity and inclusion in as fair and effective a way as reasonably practicable.

Implementation

BCPS is welcoming and accessible for all audiences/participants irrespective of their gender, sexual orientation, civil or family status, religion, age, disability and race. We are guided in our approach by the requirements set out in equality legislation, including the [Employment Equality Acts, 1998-2015](#); the [Disability Act, 2005](#); the [Civil Partnership and Certain Rights and Obligations of Cohabitants Act, 2010](#); the [Gender Recognition Act, 2015](#), and the [Equal Status Acts 2000-2018](#).

1. Election of board members and the Equal Status Acts 2000-2018

The Board of Directors consists of nine directors, five of which (including the Chairperson) are artist members of the Studio while four are external directors. Studio artist Board members are elected by the Studio membership and the Board appoints the external directors. The external directors provide expertise in other areas such as law, finance and communications while also having a strong interest in the visual arts. The directorship is for a period of three years with the option to continue for a further two years. The objective of the board is to ensure gender diversity.

2. Employment

We treat all our employees and contractors fairly and provide equal opportunities for all.

3. Accessibility to our studio

BCPS provides access to the public through our artistic and education programmes. We provide a well-managed, fully equipped, professional facility with technical, administrative and digital support for full-time members, dedicated printmakers and the wider public. Due to the physical limitations of BCPS building and to increase accessibility, BCPS aims to combine off-site accessible locations including the availing of Temple Bar Gallery + Studios ground floor studio adjacent to BCPS, with street-side access. This accessible studio would allow BCPS to invite participants with mobility issues to access printmaking skills from BCPS Studio Artists. An additional aim would be to expand the BCPS Education programme into the community with a portable set up through the Mobile Printmaking Unit purchased through Capacity Building Support Scheme 2021.

4. Programmes & Services

- Access: We provide access to our studio to both members and non-members.
- Workshops, events and exhibitions: All our workshops, events and exhibitions are open to the public (unless it is being held for a particular demographic).
- Panels: The composition of our panels is subject to an ongoing review on an open opportunity basis for our members.
- Awards, Competitions and Opportunities: Our community outreach programme, International Artist in Residence, Black Church Process Residency, Student & Graduate, and Emerging Curator, are facilitated in tandem with our EDI policy.
- Digital Printing Services: Our digital printing services include Giclée printing and Risograph printing which are open for use to the public.

5. Partnerships and Collaborations

We maintain and develop networks with other arts organisations through collaborations and partnerships. For example, with educational institutions by facilitating tours, demonstrations and internships, and by offering graduate and undergraduate award schemes.

6. Marketing and Communications

Our marketing materials are disseminated through our website, newsletter, word-of-mouth, and social media/print media platforms are non-discriminatory and reflect BCPS's commitment to equality for all stakeholders.

7. Feedback

BCPS will actively seek feedback on the implementation of this policy from its employees, artists and members by sharing a questionnaire. The feedback received from this questionnaire will inform future development and implementation of the policy.

8. Monitoring and Review

We will regularly monitor, review and adapt both our Equality, Diversity and Inclusion (EDI) commitments and actions to remain relevant and effective and report progress to artists, staff, board members, stakeholders and other relevant parties. We recently completed an accessibility audit of our website and we are currently taking steps to address its findings.

9. Queries and Complaints

BCPS practices a zero-tolerance approach to racism, discrimination or bias towards any individual or group who works with or for us and will take appropriate action against any instances we are made aware of. If any member, employee, artist, or visitor to our studio wishes to raise an issue regarding the implementation of the EDI Policy, please contact the studio on info@blackchurchprint.ie, and the matter will be investigated fairly and promptly.

This policy has been devised in alignment with the [Arts Council Strategy: Making Great Art Work \(2016–2025\)](#) and the [Arts Council toolkit on Equality, Diversity and Inclusion \(2022\)](#).