



BLACK CHURCH PRINT STUDIO

Equity, Diversity and Inclusion (EDI) Policy & Action Plan

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 100 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 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 through Print Network Ireland.

BCPS Building

Black Church Print Studio is located at number 4 Temple Bar, Dublin 2. As part of the redevelopment of Temple Bar in 1994 the Studio's 4-storey building was custom built as a printmaking workshop designed by McCullough Mulvin Architects. At ground level, there is a double height gallery space, where Black Church Print Studios programmes exhibitions for two months per year (currently sublet for the remaining ten months). Above the gallery space, on the first floor is a lithographic, relief print and digital print workshop area. The second floor is the etching (Intaglio) workshop area. The top floor provides a workshop for screen print, and an analogue photography/photo-etching darkroom. All workshop floors are shared spaces which are accessed by a spiral staircase. The gallery may be accessible for some wheelchairs but the 3 workshop floors are not, and the building does not have a lift. Further accessibility details are included on our website here: <https://www.blackchurchprint.ie/accessibility/> and at the end of this document. Any works to remedy access issues would require significant capital funding. BCPS will work with TBCT/DCC to see if any actions to adapt the building can be undertaken.

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.

Equity in our studio means providing equitable 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. Sometimes that can mean providing extra support or reasonable accommodations to create equity.

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, recognise 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 equity, diversity and inclusion in as fair and effective a way as reasonably practicable.

Implementation/Actions

BCPS is welcoming and seeks to create as accessible an experience as possible 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, communications, development, education 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, and a wide range of lived experience.

2. Employment

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

3. Accessibility to our studio and programmes

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 allows BCPS to invite participants with reduced mobility to access printmaking skills from BCPS Studio Artists. An additional aim is to expand the BCPS Education programme into the community and have a Mobile Printmaking Unit. BCPS can also provide virtual opportunities including workshops and exhibition previews. BCPS have recently begun using VAI premises in Temple Bar for public talks and screening as this building is wheelchair accessible with a lift.

4. Programmes & Services

- Access: We provide access to our studio for both members and non-members at affordable rates and have various payment options. There is a reduced rate for new graduates. BCPS provides personal introductions and orientations for new 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/subcommittees: The composition of our panels/subcommittees is subject to an ongoing review and an open opportunity 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 available to the public.
- Exhibitions & Events: showcase a diversity of art, different themes, and narratives. These events are open 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. It also presents a new and exciting opportunity for collaborations and partnerships to generate inclusive environments for peer learning, dialogue, and resource sharing through Print Network Ireland.

6. Marketing and Communications

BCPS aims to include image descriptors, navigable content and clear layout on all digital platforms. 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. BCPS plans accessibility upgrades for the BCPS website within the coming two years. BCPS website is a key interface between the public, the print studios, and its members.

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. Impromptu feedback is also welcome in other formats. An accessible feedback form will also be available on our website.

8. Monitoring and Review

We will regularly monitor, review and adapt both our Equity, 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 have completed an accessibility audit of our website and are going to take steps to address its findings in 2026. BCPS also recently reviewed this EDI policy with an external advisor and a panel of printmakers to assess broader sense of the barriers to inclusion.

9. Subcommittee

BCPS have established an Equity, Diversity and Inclusion (EDI) Subcommittee. The EDI subcommittee is tasked with broadly looking at how EDI issues can be effectively dealt with within BCPS and what practical actions are relevant for the organisation.

10. Queries and Complaints

BCPS practises a zero-tolerance approach to racism, discrimination or bias towards any individual or group who works with / 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 General Manager (Hazel Burke) at info@blackchurchprint.ie and the matter will be investigated fairly and promptly.

Accessibility to the studio:

BCPS entrance is through a large heavy wooden door, and off a pathway that is stepped up from a cobblestone road. Entrance to the Studio is located on Temple Bar Street, opposite the corner of Temple Bar Pub. The inside of the building is not wheelchair accessible and we have a spiral concrete staircase. The Studio is located on the upper 3 floors of the building. We have 2 toilets, neither of which are wheelchair accessible and both are located on the first floor.

It is possible to drive to the door for a drop off until 11am.

Nearest parking: Park Rite - Fleet, 52-57 Fleet Street, Dublin 2, D02 A375

Nearest disabled parking: Essex Street East - Location at Dollard & Co.

For more information: <https://www.blackchurchprint.ie/accessibility/>

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).

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Charities Registration No.: CHY 6675