

Cork Artists Collective CLG

Equality, Diversity and Inclusion (EDI) Policy Statement

Cork Artists Collective (CAC) is committed to creating a welcoming, respectful, and inclusive environment for all artists, members, collaborators, and visitors. As an artist-led collective, we aim to support equality of access, participation, opportunity, and representation across all areas of our organisation.

We recognise that diversity strengthens artistic communities and collective practice. We are committed to building a workspace culture that values different experiences, backgrounds, identities, and ways of working, and where all members feel respected, supported, and able to participate fully.

CAC does not tolerate discrimination, harassment, bullying, or exclusion in any form. We work to ensure fair and equitable treatment regardless of:

- Gender
- Sexual orientation
- Civil or family status
- Religion or belief
- Age
- Disability
- Race, ethnicity, or nationality
- Membership of the Traveller community
- Socio-economic background

We are committed to improving accessibility, inclusion, and representation within our studios, programmes, communications, and decision-making processes.

Our Commitments

Cork Artists Collective aims to:

- Welcome artists and participants from diverse backgrounds and experiences.
- Support an inclusive and respectful studio culture based on shared responsibility and mutual support.
- Provide fair and equal access to studio opportunities and collective participation.
- Encourage open dialogue, peer learning, and collaborative working across the organisation.
- Consider accessibility and inclusion in how we manage our spaces, activities, and communications.

- Regularly review our practices and identify areas where we can improve access and inclusion.

Access and Affordability

CAC recognises that financial barriers can limit access to creative workspaces and opportunities. We aim to keep studio membership affordable and offer flexible payment arrangements where possible.

We also recognise that accessibility needs differ across individuals and spaces, and we are committed to improving accessibility over time within the limits of our buildings and resources.

Studio Accessibility

Marina Studios

Marina Studios, located on Marina Terrace, is a ground floor workspace with roller shutter access. The building and ground floor toilets are wheelchair accessible.

The Guesthouse

The Guesthouse, located on Chapel Street, Shandon, currently has limited accessibility. At present, only the ground floor is accessible and the building is not fully wheelchair accessible. CAC is committed to improving accessibility where feasible as resources allow.

Communications and Representation

CAC aims to ensure that our communications and public materials are clear, accessible, and inclusive.

Where possible, we will:

- Use accessible and easy-to-navigate digital platforms.
- Include image descriptions or accessibility supports where appropriate.
- Ensure our communications and promotional materials reflect the diversity of our community.
- Use respectful and inclusive language across all platforms and activities.

Responsibility and Review

Creating an inclusive and respectful environment is a shared responsibility across the collective. All members, collaborators, and participants are expected to contribute to a positive studio culture free from discrimination, harassment, or exclusion.

This policy will be reviewed regularly by the Cork Artists Collective Board of Directors and membership to ensure it remains relevant and responsive to the needs of the organisation and its community.

Alignment

This policy is informed by and aligned with:

- Arts Council Equality, Human Rights and Diversity Policy
- Arts Council EDI Toolkit
- Arts Council Strategy – Making Great Art Work

Signatories

The Cork Artists Collective Board of Directors

Date: 2026