Gate Theatre
Cavendish Row
D01 WY26, Ireland

www.gatetheatre.com
E: info@gate-theatre.ie
P: +353 [0] 1 874 4368

Artistic Director:
Róisín McBrinn

Executive Director:
Colm O'Callaghan

INCLUSION, DIVERSITY, EQUITY & ACCESS POLICY & ACTION PLAN
Be A Part of an Open Gate

POLICY

STATEMENT FROM THE CEOs
The Gate Theatre was founded as an outward-facing organisation, one determined to bring new voices and perspectives into the theatre and into Irish life. Gate Co-Founder, Hilton Edwards, set out that the Gate's programme should be "culled from the theatre of all the world… a theatre limited only by the limits of the imagination."

We and the Gate team will apply this openness to the work of creating a meaningful and actionable *Inclusion, Diversity, Equity and Access* (IDEA) policy and action plan, so that we continue to be a forward-thinking producing house, public space and cultural leader.

The Dublin of today, indeed the Ireland of today, is one that demands accountability and equity in relation to inclusion and diversity. The Gate acknowledges the diversity of the audiences and communities that we serve as an artistic and civic space, locally and internationally, and the diversity of the people we work with and employ.

As CEOs, we will be accountable for ensuring that both the Gate's IDEA policy remains relevant to Irish life, and that we do everything in our ability to deliver our action plan.

PURPOSE
The purpose of the Gate Theatre's IDEA policy is:

- To achieve greater diversity and representation in the areas of gender, race and ethnicity, sexuality, disability, socio-economic disadvantage, faith and age.
- To deliver on the Gate's current vision, strategic goals and values.

The Gate Theatre's vision outlined in its 2024-2026 Strategic Plan is *an Open Gate where every person has access to great theatre*. This inclusive vision cannot be achieved without an ambitious and achievable IDEA policy and action plan – one built on incremental, focussed, meaningful steps, and one that stands the test of time. A consultative roadmap for IDEA, underpinned by our values of care, collaboration and excellence, needs to be at the heart of the Gate's programming and operations, for the organisation to become the artistic and civic space it aims to be for its staff, artists, audiences and communities.

This policy and subsequent action plan were created consultatively with the Gate Theatre staff and Board of Directors. A first step in our action plan is to consult with the Gate's artists and arts workers, and its audiences and communities. They sit within the Gate Theatre's Employees' Handbook. The actions will be an iterative process, reviewed and updated annually to reflect changes in the law, best practice and other relevant factors.

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POLICY SCOPE & DEFINITIONS
The Gate's IDEA policy applies to all employees, artists and arts workers, temporary staff, contracted workers, consultants, Board members and any individuals working for on behalf of the Gate.

ON OUR STAGES
We believe the artists on our stage should reflect the diversity of Ireland, and that the stories they tell should represent the diverse lives of people in Ireland and across the world.

The Gate wishes to achieve greater diversity in its artistic programme, in order to achieve greater diversity in our audiences. We will do this through:

- The subject matter and the themes we prioritise on our stages. As programmers, we will search out and commission plays whose themes and content have an urgent connection to the transformative power of IDEA, so that we are investing in a more diverse future.
- Through diversifying representation in casting, and engaging creatives and crew on productions in our mainstage and Gatecrash programmes.

Though there have not been publicly formalised targets before this action plan, the new leadership team has been working towards a gender balance across writers, creatives and actors since 2023. In addition, women and other genders, and people with diverse sexual orientations, have been prioritised when programming the mainstage and Gate Crash programmes.

OUR WORKFORCE
The Gate is committed to building a diverse workforce and an inclusive workplace.

The Gate recognises that the recruitment process itself is the most crucial tool, and indeed a key factor for success, in employing and retaining high calibre and diverse staff. We will seek anonymous applicant data for the purposes of tracking our progress on IDEA actions.

All new and existing job descriptions will be evaluated and scrutinised by the Head of HR and respective line managers before being published, to ensure they accurately reflect all elements of the role. The Person Specification will detail the skills, aptitudes, knowledge and experience required, free of any criteria which could discriminate against groups of applicants with protected characteristics. The role will be advertised, and shortlisted, in line with our inclusive recruitment guidelines.

OUR AUDIENCE
The Gate's vision of *An Open Gate where every person has access to great theatre* speaks directly to the Gate's desire to attract audiences from across the social and cultural spectrum. A goal for 2026 is a dedicated and inclusive audience development plan that will set out our strategic objectives to engage diverse audiences, in particular those who do not currently have a relationship with the Gate or engage with our work. In addition, the Gate will survey its audiences, to gather data and to set achievable audience development goals.

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We have already focussed on this area with the schools' shows at Christmas time, and for productions that are on the curriculum; scheduling Sunday matinee performances in lieu of Mondays to provide more opportunities for audiences outside Dublin; increasing our outreach to overseas visitors through increased tourism targeting; and our work with initiatives such as Open House, Culture Night and Dublin Pride, many of which we have recently engaged with for the first time.

Equity and Access will be at the forefront of our audience engagement to ensure that we are providing every opportunity, both from within the theatre and from our community outreach, for audiences of all backgrounds to engage with our work.

OUR COMMUNITY
A central reason we established GATEWAYS, the Gate's Community Engagement programme, was to make the Gate a more accessible, inclusive and equitable place for residents, community groups and schools in the Dublin North Inner City area and beyond.

Our engagement programmes are open to all people regardless of their gender, background, ethnicity, sexuality, religion, ability, or economic situation, and we actively work to ensure our groups and projects reflect this ethos. Our community engagement is also a reflection of the output on our stage which offers us an opportunity through special projects to reach people whom we might not ordinarily engage.

OUR BUILDING
As outlined in our Strategic Plan, the Gate's current building and facilities do not yet provide the kind of physical access that ensures all people, particularly those living with disabilities, can experience the theatre fully and equally. Our historic home, while cherished, must evolve. The Gate's infrastructure urgently requires modernisation to meet contemporary accessibility standards.

We hold the ambition of transforming the building into a civic space that is open and welcoming to all. While we acknowledge the inherent limitations of operating within an 18th-century listed building, we are committed to pursuing the highest possible standards of access. This transformation will not be possible without significant capital investment from government and philanthropic sources.

As we approach our centenary in 2028, we see the reimagining of our building not only as a necessary upgrade, but as a powerful opportunity to ensure the Gate becomes a cornerstone of civic life in Dublin's North Inner City, where a sense of belonging is at the heart of the experience.

OUR ARTIST DEVELOPMENT
The Gate's artist development and new work pipeline will be a crucial tool for diversifying the artists with whom we work with, as well as the diversifying the stories the Gate invests in and presents.

OUR BOARD OF DIRECTORS
The Gate Board, and all Board Committees, in all of their decision-making processes – including the strategic plan, the annual budget, and the annual Arts Council application – will consider the impact of every such

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decision on the Gate IDEA Policy & Action Plan, with a view to ensuring that, where it is possible to do so, the decision supports and advances the IDEA objectives and action plan.

The Gate HR & Nominations Committee, in exercising its functions in relation to Board renewal; the Gate Board, in considering the recommendations of the Gate HR & Nominations Committee and in making recommendations for Board appointments; and the Trustees, in making Board appointments, will have regard to the IDEA Policy & Action Plan.

OUR PARTNERS & SUPPLIERS
We expect our suppliers and partners to share our commitment to IDEA. Our future procurement processes will make sure that suppliers' approaches are aligned with ours. Our procurement for contracts for services include social value as one of the criteria to be assessed.

DEFINITIONS
It is important that the Gate's definitions of Inclusion, Diversity, Equity and Access are outlined. These definitions were created and agreed upon by the Gate's team.

Inclusion	Inclusion means embracing, and creating equal access and opportunities for all people of any age, civil status, disability, family status, gender, race, religion, sexual orientation, socio-economic background, and the Traveller community.
Diversity	Diversity means valuing and supporting a broad representation of people, and a variety of voices in our workplace and audiences, particularly marginalised people.
Equity	Equity means recognising that each person has a different set of circumstances and needs, acknowledging that we do not all start from the same place, and that adjustments are required to correct imbalances.
Access	Access means proactively providing equitable opportunities and resources for all people to engage.

KEY FACTORS| PROTECTED CHARACTERISTICS & CENSUS 2022
In determining the organisation's goals and targets for IDEA, the Gate has factored both Protected Characteristics and the country's recent Census 2022 information.

Protected Characteristics
The Irish legislation which underpins our approach to IDEA is the Employment Equality Act 1998, which identifies a list of Protected Characteristics in Ireland. These nine characteristics are age, civil status, disability, family status, gender, race, religion, sexual orientation and Traveller community membership. In addition to the nine characteristics, 'socio-economic disadvantage' is a key factor for the Gate's IDEA action plan together, these 10 factors will guide the Gate's efforts to diversify representation and participation in an accountable way:

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CENSUS 2022 & OTHER DATA

Disability	Census 2022 split the disability definition into three categories: Long-lasting condition or difficulty experienced to any extent: 22% of the population Long-lasting condition or difficulty experienced to a great extent: 8% of the population. Long-lasting condition or difficulty experienced to some extent: 14% of the population.
Gender	Census 2022 did not include a question on gender identity. However, available approximate data on the sex of a person in 2024, records 51% women and 49% men in Ireland.
Race or Ethnicity	Census 2022 showed that the total number of people who identified a race/ethnicity/cultural identity was 4,617,988. The breakdown is: Irish Only: 3,977,729 (86%) Dual Irish: 104,784 (2%) Non-Irish: 535,475 (12%) The top 10 non-Irish ethnicities were Polish, UK, Indian, Romanian, Lithuanian, Brazilian, Italian, Latvian, Spanish and Ukrainian.
Religion	Census 2022 showed that 86% of people in Ireland identify as having a religion, whilst 14% recorded having no religion). The largest proportion by far is Roman Catholic at 69%.
Sexual Orientation	Census 2022 did not include a question on sexual identity. However, available recent studies show that up to 10% of Irish people identify as LGBTQ (up to 11% in the 12-25 age group).
Traveller Community Membership	Census 2022 showed an increase in Travellers. Overall it represents less than 1% of the total population.

POLICY LANGUAGE

With regards to targets and metrics, the Gate team has reviewed options for language and descriptors in relation to protected characteristics, and have decide on the following language when referring to certain characteristics:

Gender

The Gate will use the following language: female (including trans women), male (including trans men), non-binary.

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Race/Ethnicity
When referring to the population who identify themselves as one of the many ethnicities that make up Non-White cultural background, the Gate will use the following language: global majority and people of colour.

Disability
The Gate will use the term 'living with a disability', which will include deaf persons, blind/visually impaired persons, disabled persons and people living with a long-term health condition.

Sexual Orientation
The Gate will refer to the term LGBTQ which will include people who identify as lesbian/gay woman, gay man, bisexual, transgender and/or queer.

ACTION PLAN

The Gate will take the following actions to achieve the purpose and desired outcomes of this IDEA policy. These actions will be reviewed and updated on an annual basis.

1. **GATE VALUES**
   In order for the Gate's IDEA Policy and Action Plan to be values-led, it is essential that the goals of IDEA are reflected in the Gate's official values. After consultation with the wider Gate team, the Gate's official values will be revisited to ensure the IDEA policy is represented in them.

2. **GATE BOARD RENEWAL**
   The Gate is fully focused on addressing the composition of its Board, to ensure that it becomes more diverse and, over time, to bring about the appointment of new/replacement Board members, who will broaden the diversity of the Board membership, aligning also to the Gate's strategic plan to increase access to the Gate and reflect our audience and stakeholders.

3. **GATHER DATA**
   A key task in the roadmap to expand inclusion, diversity, equity and access, is to gather data to assess the status quo. In 2026, tailored surveys will be distributed to the following stakeholders:
   (i) Cast, creatives and crew: all artists who have worked with Gate since January 2023.
   (ii) The Gate staff and its current Board and Committee members.
   (iii) The Gate's current audience subscribers to its newsletter, as well as ticket holders for all productions from 2023, 2024 and 2025.
   (iv) The Gate's GATEWAYS Community Engagement Programme participants and partners.

4. **SET TARGETS**
   To achieve greater diversity on and off our stages, the Gate will set the following measurable targets, and make them publicly available, to indicate our progress and ensure accountability:

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GENDER TARGETS			
Year	**2026**	**2027**	**2028**
Writers	At least 50% Female	At least 50% Female	At least 50% Female
Directors	At least 50% Female	At least 50% Female	At least 50% Female
Creatives	At least 50% Female	At least 50% Female	At least 50% Female
Cast	At least 50% Female	At least 50% Female	At least 50% Female

PROGRESS REPORT ON RECENT YEARS
2023 & 2024 Cast & Creatives Combined:
Female: 55%
Male: 42%
Trans & Non-Binary: 3%

2024 Writers:
Female: 50%
Male: 50%

2024 Directors:
Female: 83%
Male: 17%

GLOBAL MAJORITY/PEOPLE OF COLOUR TARGETS			
Year	**2026**	**2027**	**2028**
All Artists	At least 10%	At least 12%	At least 12%

We will use Census 2022's metric of 12% of the population identifying as non-White, to guide the Gate's incremental casting targets for people identifying ethnically from the global majority/people of colour.

PROGRESS REPORT ON CAST FOR 2025:
Global Majority/People of Colour: 12% of total cast across the year.
Irish Travellers: *The Borrowers* in 2024/2025 prioritised a Traveller character and narrative.

SEXUAL ORIENTATION (LGBTQ) TARGETS **The Gate's target is guided by studies indicating LGBTQ+ people consist of up to 10% of the population**			
Year	**2026**	**2027**	**2028**
All Artists	At least 10%	At least 10%	At least 10%

PROGRESS REPORT ON PROGRAMME IN RECENT YEARS
2023: 17% of mainstage programme (Fun Home)

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2024: 17% of mainstage programme (The Pull of the Stars)

5. CONSULTATIVE PROGRAMMING

An increase in the diversity of global majority/people of colour and disabled artists is not just about targets. It is about ensuring that the way in which we programme, develop and commission work, is done consultatively, and in an artist and minority-led way. Activities that will occur in the second half of 2025, and the first half of 2026, that demonstrate this action:

The Canon

Given the current artistic leadership is white, we are planning a creative development on black American canonical text(s) at the end of 2025, that will bring together some of Ireland and the UK's leading black actors and creatives to explore, firstly, what it means to programme landmark black work for audiences that have a minority of global majority and black members; and secondly, how it can be produced in a way that ensures the team would have optimum resources met to deliver.

Arts Disability Ireland

As the Gate has yet to develop or produce a disabled-led work, the organisation plans to consult with ADI to determine the best ways artist development funds can be invested in artists with disability, that leads to greater inclusion and equity for these artists, in larger producing houses, such as the Gate.

Commissioning & Creative Developments

With the uplift in funding from the Arts Council, and the generous support of philanthropic donors, the Gate has been able to significantly increase its investment in the development of new work and of artists, through its world-class new work pipeline. This pipeline is one the Gate's key pathways to greater diversity. It is through more early investment in and development of artists with disabilities artists from the global majority, LBGTQ artists, and artists from a variety of socio-economic backgrounds, that equity can be delivered.

6. TRAINING & EDUCATION: The learning never stops

A curated training and education programme for the Gate Board, staff, artists and arts workers is crucial to embedding the intent and ability to diversify the Gate. In 2026, training and education sessions will occur through the lens of people who are experts in, and/or those with lived experience of the protected characteristics. The Gate will weave its artistic programme into training sessions. Annual refreshers on IDEA will be budgeted for and planned, given the evolving nature of and conversations about IDEA globally and in the arts sector.

7. CONTINUE GATE CRASHES PROGRAMMING STREAM

Introduced in 2023, the Gate Crashes stream of programming, was specifically developed to be a more agile, responsive form of programming, separate to the mainstage programme, to diversity both the artists working with us, and the audiences coming to the Gate. Examples thus far include: *Only An Active Apart* from 2023, created by acclaimed international trans artist, Justin Vivian Bond, and queer opera singer, Anthony Roth Costanzo; our LGBTQ Pride Gatecrashes featuring a broad range of performances by black, lesbian, gay, queer

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and trans artists and advocates; and in December 2025, the planned presentation of Pavee Point's 40th anniversary celebration.

8. CAPITAL INVESTMENT INTO ACCESS

The restrictions on accessibility due to the heritage nature of the Gate Theatre building, for people and artists with disability, is well-known. As well as the Gate committing to exploring capital works to the building that would one day change those for the public, the Gate will invest €50,000 in 2025 into improvements for our audience members with disability, through the generous philanthropic support of the Fidelity Foundation UK. This will include: an upgraded elevator service, a new hearing loop for the auditorium, captioning and audio description equipment, and importantly, training in captioning and audio-description work for the Gate's Guest Relations' team.

9. RECRUITMENT STATEMENT

The Gate will publish the following Recruitment Statement with each job advertisement, along with a link to this IDEA action plan, to assist with diversifying core staff:

The Gate Theatre is an equal opportunity, inclusive employer and welcomes applicants from all sections of our community. Inclusion, equity, diversity and access (IDEA) is a key part of our Open Gate ethos.

We will not discriminate against an applicant (internal or external) on the basis of their gender, age, race, religion, marital status, sexual orientation, disability, membership of the Travelling community, or family status.

We appreciate that people have different needs and encourage applicants and interviewees to let us know what arrangements and format they may prefer.

If you have a disability and require any accommodation/s, during the recruitment process, including the application itself, please let us know in advance and we will be happy to assist.

10. EXPLORE EMPLOYMENT ACCESS PROGRAMMES

The Gate will explore and aim to implement a selection of employment programmes aimed at both diversifying the workforce, and creating equitable opportunities for all potential employees. These will include:

(i) The Department of Social Protection's Wage Subsidy Scheme.
(ii) A bespoke Apprentice Programme, informed by the Department of Further Education's guidelines.
(iii) Down Syndrome Ireland's National Employment Programme.

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