

Arts Council of Northern Ireland

# Equality, Diversity & Inclusion Policy and Action Plan

April 2024



# Arts Council of Northern Ireland Equality, Diversity & Inclusion Action Plan

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## Introduction

The Arts Council's Equality, Diversity and Inclusion (EDI, formerly separate Equality Scheme and Disability Action Plan format) Policy is developed on the basis that everyone in Northern Ireland has an equal right to engage with and participate in the arts, regardless of age, marital status, having dependants, disability, sex and gender identity, race, religion, political opinion, sexual orientation, or socioeconomic status.

The EDI plan is for ACNI but we are ensuring it covers the following:

- ACNI staff, leaders and Board
- Arts organisations (inc resource orgs who support the sector)
- Artists, freelancers
- Audiences and participants

The EDI Policy recognises that while ACNI have supported and promoted developmental initiatives over many years, our work in advancing change still has a long way to go. We are all too aware that many inequities still exist in the arts and that there is a substantial number of people who continue to experience barriers to engaging with and participating in the arts. We believe that through promoting equality, diversity and inclusion, we can benefit from high quality art that is relevant and more reflective of our society today.

The EDI Policy commits to placing equality, diversity and inclusion at the heart of the Arts Council's operational and strategic plans. The development of the EDI Action Plan 2024–2034 marks the Arts Council's continued commitment to eradicating barriers that prevent full access and participation in the arts in Northern Ireland.

We recognise that there remain a number of unknown barriers for which additional research, analysis and action is required. With this in mind, the 2024–2034 Action Plan outlines action points to help embed EDI principles and objectives across the Arts Council and arts sector.

Equality, diversity and inclusion has been central to the development of our new ten-year strategic plan<sup>1</sup> with a vision of a society where all people can experience a thriving arts sector that is recognised as essential to creativity, wellbeing and social prosperity. We have also ensured 'inclusion' is a core value in everything that we do and note a key principle is the UN Declaration of Human Rights where everyone should have the right to creativity. Outcomes two and five specifically refer to sector inclusivity and audience/participation in arts.

This plan has been developed following sector wide strategy consultation, a review of our previous Equality Action Plans and Disability Action plans and insights from our Rural and Minority ethnic/global majority deliberative forums. The feedback gathered through the 12-week public consultation process has also been considered throughout the development and refinement of this EDI policy and action plan.

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<sup>1</sup> [Strategy Consultation 2024-34 | Arts Council NI \(artscouncil-ni.org\)](https://www.artscouncil-ni.org/strategy-consultation-2024-34)

## **Approach**

This plan will align to the ten-year strategy and three-year business plans and will be reviewed in three -year cycles:

April 2024 – March 2027

April 2027 – March 2030

April 2030 – March 2034

A flexible approach will hopefully help to reach the long-lasting changes required, by enabling the Arts Council to respond quickly to newly identified barriers, and allowing for the possibility of adapting to ensure that the new working approach is embedded thoughtfully into our work. For now, we plan to have specific actions delivered within 3-year cycle timeframes. Although actions, milestones, and timelines can, and may, change based on new learnings.

## **Section 75 of the Northern Ireland Act 1998**

Section 75 of the Northern Ireland Act 1998 (the Act) requires Arts Council of Northern Ireland (ACNI) to comply with two statutory duties:

### **Section 75 (1)**

In carrying out our functions relating to Northern Ireland we are required to have due regard to the need to promote equality of opportunity between:

- persons of different religious belief, political opinion, racial group, age, marital status or sexual orientation
- men and women generally
- persons with a disability and persons without
- persons with dependents and persons without.

## **Disability**

As a public authority, the Arts Council of Northern Ireland (ACNI) is required to submit a Disability Action Plan (DAP) to the Equality Commission, showing how it propose to fulfil its duties under Section 49A of the Disability Discrimination Act 1995.

Under Section 49B of the DDA 1995, The Arts Council of Northern Ireland is also required to submit to the Equality Commission a Disability Action Plan showing how it proposes to fulfil these duties in relation to its functions.

As part of this new EDI plan, ACNI will encourage participation by disabled people in public life and promote positive attitudes towards disabled people. It is our aim to achieve this by removing barriers to participation, help to discover new talent, raise the bar for artistic excellence, help to inspire innovation and spark new collaborations.

The plan includes details of the practical measures it will deliver over its lifetime (2024-2034) to fulfil its obligations under the disability duties. We will submit an annual report to the Commission on the implementation of this EDI plan detailing progress on specific disability actions.

## **Section 75 (2)**

In addition, without prejudice to the obligations above, in carrying out our functions in relation to Northern Ireland we are required to have regard to the desirability of promoting good relations between persons of different religious belief, political opinion or racial group.

“Functions” include the “powers and duties” of a public authority<sup>2</sup>. This includes our employment and procurement functions. Please see below under “Who we are and what we do” for a detailed explanation of our functions.

## **How we propose to fulfil the Section 75 duties in relation to the relevant functions of ACNI**

Schedule 94. (1) of the Act requires ACNI as a designated public authority to set out in an equality scheme how it proposes to fulfil the duties imposed by Section 75 in relation to its relevant functions.

To accompany ACNI’s new 10-year strategy for the arts in Northern Ireland, we have decided to reform the equality scheme and disability action plan and widen this to be an Equality, Diversity & Inclusion (EDI) Plan. This plan is intended to fulfil that statutory requirement. It is both a statement of our arrangements for fulfilling the Section 75 statutory duties and our plan for their implementation.

ACNI is committed to the discharge of its Section 75 obligations in all parts of our organisation and we will commit the necessary available resources in terms of people, time and money to ensure that the Section 75 statutory duties are complied with and that our EDI Plan can be implemented effectively.

Whilst we are committed to fulfilling our obligations in this regard, we follow a fair process in selecting artists and arts organisations we fund. This is based on meeting the criterion set in the application process which is predicated on the quality of art being produced and audience consumption/reach. At no point during this selecting process are equality factors considered. Equality information collected by us is additional and analysed as part of our internal monitoring processes after awards are made to identify and gaps in our funding portfolio.

ACNI would also like to acknowledge that equality, diversity and inclusion goes beyond data and characteristics and that intersectionality is a crucial concept in our efforts to promote EDI. We understand that individuals have multiple identities which intersect and impact their experiences and opportunities. We recognise that this can create an inclusive and equitable arts sector and is an important part of our understanding of the unique barriers faced by

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<sup>2</sup> Section 98 (1) of the Northern Ireland Act 1998

artists and audiences with overlapping identities so we can hopefully tailor solutions to meet their needs.

## **What is EDI?**

Equality, Diversity and Inclusion (EDI) is about fairness and cultural entitlement. It is also about creating the conditions for art to be produced and enjoyed. Equality is about removing barriers, and diversity is about supporting and reflecting different cultures in Northern Ireland, to enable all artistic and creative voices to be heard. Inclusion is about creating opportunities for people to work in, engage with, participate in, and experience arts/creativity throughout the region.

There is evidence that organisations who adopt EDI are more successful creatively, as they recognise the rich artistic and creative opportunities that diversity and inclusion offers, as well as being more economically viable and sustainable. Good business practice provides flexible working environments, to diversify audiences and better reflect the changing population of Northern Ireland as it is today.

We know that the arts are not representative of the population of Northern Ireland, either in terms of workforce or in terms of audience and participation. There is work to be done in order for us to benefit fully from diversity of experience. Board representation tends to be homogeneous. Data from our Annual Funding Survey (AFS) shows that employment in our funded organisations of disabled people and those from ethnic minorities is low.

## **Who we are and what we do**

ACNI is a non-departmental public body (NDPB) of the Department for Communities (DfC). It is governed by a Board, which sets the strategic direction for the Arts Council and oversees the work of the Executive team.

It is the lead development agency for the arts in Northern Ireland and the main support for artists and arts organisations, offering a broad range of investment opportunities through our Exchequer and National Lottery funds.

ACNI was established in 1962 as a successor to the Committee for the Encouragement of Music and the Arts (CEMA) which had operated since 1942. It became a statutory body on 1st September 1995. Its functions are set out in Article 4 (1) of the Arts Council (Northern Ireland) Order 1995 and include developing appreciation of and access to the arts, encouraging the provision of arts facilities, advising government departments on matters relating to the arts and advocating the causes of arts to government and other significant stakeholders.

The Arts Council is also a distributor of National Lottery funds, guided by policy directives including supporting access and participation for all, inspiring children and young people, fostering local community initiatives and supporting volunteering.

ACNI's mission is "to develop and champion the arts in Northern Ireland through investment and advocacy"; with a vision for "a society where all people can experience a thriving arts sector that is recognised as essential to creativity, well-being and social and economic prosperity".

ACNI currently employs 45 staff. It strives to comply with good practice in procurement policy, working closely with the Central Procurement Directorate (CPD) within the Department for Finance and Personnel (DfP).

## Responsibilities and reporting

The Arts Council believes in the fundamental value of the arts. We understand that the arts have inherent worth and contribute to the overall wellbeing and cultural richness of society, beyond economic and social considerations. Everyone should have the right to creativity. We uphold the principles of the UN Declaration of Human Rights, which recognises the right of every individual to freely participate in and enjoy cultural life, including access to artistic expression and creative experiences.

Through our investment, the Arts Council aims to provide equal access for all Section 75 categories as defined in the Northern Ireland Act 1998 and seek to understand and tackle the barriers which may prevent people from attending or participating in the arts.

We are required under this Act to consider equality in all aspects of our work, including service design and delivery, employment and procurement. To ensure this, we previously submitted an annual report tracking our progress against actions set out in our Equality and Disability Action Plans to the Equality Commission. We will continue to report progress in the same way for this EDI Plan.

ACNI recognises the diversity within our society, and how it is expressed and celebrated through arts and culture. Section 75 categories are not mutually exclusive and, as society changes, it is important that we encourage an arts sector that is supportive and inclusive.

We gather information from the arts sector that shows there is lower engagement in the arts by D/deaf, neurodiverse and disabled people, young people (aged 16-24) and those aged over 65. We have also prioritised diversity and inclusion in relation to ethnic minority and migrant artists to ensure full participation at all levels and have prioritised a programme to support those artists. As a result, our priorities are focused on improving access to the arts for these groups and continuing to promote and support engagement in the arts for all Section 75 groups.

The Arts Council also deliver upon obligations set out in the two interrelated duties under Sections 49A and 49B of the Disability Discrimination Act 1995, which require us to promote positive attitudes towards disabled people and encourage their participation in public life. Previously, we set out how we planned to achieve this through our Disability Action Plan (DAP)<sup>3</sup> which was included as part of our overall Equality Scheme<sup>4</sup>. These are both being replaced by this overall EDI Plan which has specific disability actions.

The Arts Council works from the perspective of the social model of disability. This understands disability as a problem of exclusion from everyday life, requiring a change in society's values and practices in order to remove attitudinal and environmental barriers to participation.

Under legislation (Disability Discrimination Act 1995) a person is considered to be disabled if they have "a physical or mental impairment which has a substantial and long-term adverse

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<sup>3</sup> [ACNI-Draft-Disability-Action-Plan-2019-2024.pdf \(artscouncil-ni.org\)](#)

<sup>4</sup> [ACNI-Draft-Equality-Scheme-Action-Plan-2019-2024.pdf \(artscouncil-ni.org\)](#)



effect on their ability to perform normal day-to-day activities". However, it is important to consider the diverse nature of disability rather than producing a narrow definition on the types of impairments and conditions that define disability.

Arts & Disability is a general term to cover a broad range of arts practice embracing artwork by people with disabilities and activities involving disabled people as artists, participants and audience members. This approach is inclusive and aims to involve all sections of the community.

Disability Arts is a specific form of arts practice where disabled artists create work that reflects their identity and experience as disabled people. Whilst the Arts Council primarily connects with Arts & Disability practice, we recognise the value and principles of Disability Arts practice and have made substantial investment to create new opportunities for disabled people's artistic career development.

The purpose of this Equality, Diversity & Inclusion Plan is to outline specific actions that target Section 75 groups (persons of different religious belief, political opinion, racial group, age, marital status or sexual orientation; men and women generally; persons with a disability and persons without; and persons with dependants and persons without) to ensure that they have an equal opportunity to access the arts.

## **What we collect and what we know**

Organisations in receipt of funding from the Annual Funding Programme (AFP) complete an annual survey known as the Annual Funding Survey (AFS) detailing information on their finances, workforce composition and activity. Data analysed from this survey provides a detailed quantitative picture of output across the publicly subsidised arts sector, relating to the work of touring companies, receiving and producing companies, venues, galleries, community arts, disability arts and umbrella organisations. It also helps to identify arts activities delivered by clients that are specifically targeted at Section 75 groups. We plan to extend this survey to our important Lottery projected funded organisations to enhance the data that we collect.

ACNI are continually working to further improve data collection through the AFS. However, it should be noted that it is a self-reporting tool, often completed by one person within the arts organisation. Therefore, unless the organisation itself asks staff about Section 75 categories or has the operational systems embedded within their organisation to collect this, the information provided is based on assumption/perception from the person responsible for reporting to ACNI.

The aim of the overall Support for Individual Artists Programme (SIAP) is to support artists across all disciplines to create work and develop their practice. Artists of all disciplines and in all types of working practice, who have made a contribution to artistic activities in Northern Ireland for a minimum of one year within the last five years, can apply to SIAP. As part of their application, ACNI captures Section 75 data per individual to help us understand patterns and

identify any gaps in who is accessing our funding. The Section 75 template for gathering applicant information was updated for SIAP 2022/23 with key principles such as 'not recorded above please add here' to offer applicants the opportunity to self-describe and some new categories within fields e.g. cohabiting. This is being used for SIAP and individual grants going forward and is being considered for the Annual Funding Programme and organisational applicants from 2023/24.

ACNI are continually reviewing and updating our data collection systems to capture equality information more accurately. Consultation has taken place with a range of public bodies on how they collect data in line with Equality Commission NI. As a result, we removed 'other' and called it 'not listed, please specify' to give everyone an option to self-identity under equality characteristics as well as amending any categories that were outdated. There is an annual submission to the Equality Commission providing detail on our activities in relation to providing services to different Section 75 groups.

Moreover, an audit of inequalities report<sup>5</sup> is carried out to provide an overview of the information collected for each Section 75 category over the last five years. The most recent review covers period 2017-2022. Analysis of this data helps to identify any gaps in data collection across each of the nine categories.

National Lottery Project Funding and Small Grants are programmes to assist arts organisations to deliver arts projects which contribute to the growth of arts in the community for new and existing audiences. It supports activities which benefit the people of Northern Ireland or that help arts organisations carry out their work. Both represent £2.25m and £375,000 of ACNI's resource allocation in 2023/24<sup>6</sup> respectively.

It should be noted that whilst focus is on Section 75 groups, ACNI also acknowledge other underrepresented groups, particularly in terms of social class. According to the Creative Industries Policy Economic Centre Good Work Review<sup>7</sup>: quantitative baseline of job quality in Creative Industries, just one in four jobs in the Creative Industries were held by people from socio-economically disadvantaged backgrounds, meaning that class-based exclusion is more pronounced in the Creative Industries than any other part of the UK economy. The share of the workforce from low socio-economic backgrounds has declined over the past five years, reflecting trends across all industries as the labour market continues to transition away from manual and towards professional occupations. There are substantial class-based disparities evident in all Creative sub-sectors, except for Crafts.

In October-November 2023, ACNI sent a short questionnaire to 2022/23 Support for Individuals Artists Programme (SIAP) applicants (successful or not) asking them 3 questions to capture information about their social class. In general, the results show that grammar school graduates, least deprived neighbourhoods and Higher and intermediate managerial,

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<sup>5</sup> <https://artscouncil-ni.org/resources/audit-of-inequalities-2017-2022-2>

<sup>6</sup> [ACNI-Business-Plan-2023-v5.pdf \(s3-assets.com\)](#)

<sup>7</sup> [The Good Work Review - Creative Industries Policy and Evidence Centre \(pec.ac.uk\)](#)

administrative, and professional occupations groups are overrepresented, when compared to the NI population.

In more detail, 38 respondents (16.3%) attended school outside of Northern Ireland. 49.6% went to a Grammar school, 33.2% to a secondary school, with only 0.8% reported attending an independent school. Just 14% of the sample of SIAP applicants reported living in the most deprived neighbourhoods when they were 14 and 44.9% of SIAP artists came from working class backgrounds. We know from the General Population Survey that 59% of respondents self-identified as working class.

## **What we have achieved**

As part of the delivery of the outgoing Equality Action Plan, delivered between 2019 and 2024, we have:

- Provided opportunities for older people, many of whom have a disability, to engage in the arts via the Arts and Older People Programme, a programme designed to reduce loneliness and isolation.
- Delivered a young people and wellbeing programme (ARTiculate) to improve emotional, physical and social wellbeing of young people.
- Delivered a Creative Schools Partnership programme within designated Urban Village areas – a government initiative designed to improve community relations in areas of Northern Ireland where there has been a history of poor community relations, deprivation and tension.
- Implementation of a schools lending programme.
- Undertaken an audit of inequalities to monitor engagement in the arts by Section 75 groups.
- Improved visibility of Section 75 groups by promoting positive imagery through ACNI media releases.
- Provided equality training to all Arts Council staff (including Board members).
- Liaised with two deliberative forums – rural and minority ethnic/global majority artists and organisations.
- Minority ethnic mentoring and residencies programme mainstreamed as part of SIAP.
- Delivered a premium payment programme to support S75 groups access the arts.
- Developing and launching a new ACNI website.

As part of the delivery of the outgoing Disability Action Plan, delivered between 2019 and 2024, we have:

- Delivered disability and neurodiversity training to staff helping to increase awareness and confidence.
- Improved our monitoring and evaluation systems to, more accurately measure, the extent to which disabled people are represented in our audiences, as participants and within our workforce.
- Support the careers of disabled artists through providing grants (SIAP), improving access to application process and funding key arts and disability organisations.
- Participate in research to establish the feasibility of a national disability access card.
- MOU with University of Atypical to support D/deaf, neurodiverse and disabled artists applying for Arts Council investment.
- Partnered on a UK Wide Access Scheme<sup>8</sup>

## Action Plan

ACNI's new 10-year strategy was informed by extensive engagement. Fourteen sessions were delivered by an independent service provider (Ruth Flood Associates) and the Director of Strategic Development (ACNI) and ran from 17 July 2023 to 10 September 2023 with some sessions delivered face to face across various locations in Northern Ireland and some offered online. The remaining sessions were delivered by the Director of Strategic Development (ACNI) in partnership with resource organisations such as Community Arts Partnership (CAP), Arts & Business (A&B NI) Thrive, Craft NI, etc. Engagement was sought across individual artists and organisations, in a range of locations across urban and more rural locations and with as wide a range of art forms as possible. The ACNI Strategic Development team also made significant effort to reach and engage with typically under-represented groups as part of this process.

In total, there were 262 attendants across the 24 engagement sessions<sup>9</sup>. In a few cases, people participated in more than one workshop representing themselves as artists or another organisation. Feedback was gathered after each workshop so the Strategic Development team could continue to improve upon the effectiveness of the sessions.

The strategy also went through an Equality Impact Assessment<sup>10</sup> and a public consultation process. From this extensive consultation phase, EDI matters were discussed. These have been reflected in the set of actions outlined in the table below.

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<sup>8</sup> [All In | Arts Council England](#)

<sup>9</sup> [Summary of engagement feedback during development... | Arts Council NI \(artscouncil-ni.org\)](#)

<sup>10</sup> [ACNI 10-year Strategy EQIA Equality Impact Assessment January 2024 \(s3-assets.com\)](#)

## Insights/Data

Policy Action	Desired Outcomes	Deliverables	Timeline	Accountable
Complete an Equality, Diversity & Inclusion Audit	Change in profile of arts sector workforce and Board composition	New audit of inequalities report	2027	Strategic Development
Introduce new measures of diversity to strengthen the evidence we have to inform decisions	Measure socio-economic background and social class	Roll-out pilot survey to all SIAP and AFP clients	2025	Strategic Development/ Operations
Monitor key audience indicators	Raise awareness of key audience trends	Work with Thrive to identify any gaps and develop realistic targets for audience engagement	2024-2027	Strategic Development
Liaise with strategic partners towards encouraging greater diversity on Arts sector Boards	Provide advice and leadership to arts sector i.e. signpost organisations to use various networks and free resources to encourage greater diversity on Boards	Meet with A&B NI to identify realistic targets  Showcase best practice examples of organisations who demonstrate open and transparent recruitment process of Board members	2025	Strategic Development
Regular equality reporting	Increase engagement with underrepresented groups  Strategic development and Operations team work closely to analyse equality data  Review all characteristics again to see if there are any gaps – e.g.	Actively work on improving response rates in equality data sets (artists and via AFP survey)  Continue to review equality categories and ensure they offer self-reported options and are in line with societal change, including social class category	2024-2027 (annually)	Strategic Development/ Operations

	dependents – is this an issue for artists/freelancers?			
Evaluate key EDI programmes	Collate lessons learned as well as what works well before launches	Resource organisations to engage with under represented groups e.g. ME mentoring and residencies programme and MoU with University of Atypical	2024-2027	Strategic Development/ Operations
Maintain and create new EDI advisory groups	Review the Minority Ethnic/Global majority and Rural forums	Refresh membership of current Ethnic/Global Majority and Rural Deliberative Forums  Create a new Deliberative Forum for d/deaf, disabled, neurodiverse artists and Disability Organisations	2024/25	Strategic Development

## ACNI Staff & Culture

Policy Action	Desired Outcomes	Deliverables	Timeline	Accountable
Explore the need for a dedicated resource to lead on Equality, Diversity & Inclusion in the Arts Council and further develop the EDI policy	Assessment of whether a dedicated member of staff is required to deliver plan through organisational review	Recommendations from organisational review, including best practice examples from organisations with similar role(s) in place  Establish workplan across departments for delivery of plan	2024-2027	Strategic Development/ Operations
Create a formal process for EDI proofing of future policy and strategy development	Embed in all aspects of policy	Formal system for proofing is approved and adopted by Council	2025	Strategic Development/ Operations

Reconfigure Equality Monitoring Working Group to oversee implementation of the plan	Ownership and oversight of a living EDI action plan	Revised terms of reference for internal Working Group; senior and cross organisational representation on Working Group; and quarterly meetings held	2024/25	Strategic Development
Organise further language accessible/graphic versions of this plan	Arts Council's commitment to accessibility and equity is demonstrated	Different iterations of EDI Plan produced and disseminated	2024/25	Operations
Work with funded organisations to establish a valid means of collecting information about the artists they work with.	The Arts Council has more accurate and comprehensive data about the artists our funding is reaching.  Organisational competency in the area of equality and diversity improves	New/improved system in place	2025	Strategic Development/ Operations

## Programmes/Funding

Policy Action	Desired Outcomes	Deliverables	Timeline	Accountable
Develop with partners schemes to improve access	Create more opportunities for disabled, D/deaf and neurodivergent artists and other workers	Support programmes for underrepresented groups and identify barriers.  Ringfence investment for underrepresented artists e.g. Arts & Disability Awards, Minority Ethnic Residency Scheme, REAP and Creative Schools	2025-2026	Arts Development
Support accessibility costs within projects	Ensure accessibility is embedded throughout what organisations do	Explore how we consider accessibility costs within our programmes	2025-2026	Arts Development/ Operations

		Organisations apply for accessibility costs to be covered in projects  No cap on accessibility costs		
Pilot 'All-In' the new UK arts access scheme for D/deaf, disabled, and neurodivergent people	Improved access for D/deaf, disabled and neurodivergent people to the Arts in Northern Ireland	4 venues adopted the scheme as part of the pilot year.	2024-2027	Strategic Development
Work with key partners to deliver expert training and support services	Arts Council staff and Board members are aware of current EDI issues  Renew MoU with UoA	Deliver disability and equality, diversity and inclusion training to all Arts Council staff (including Board members) by experts within that field  Support disabled artists apply for ACNI funding	2024-2027	Human Resources

## Communications

Policy Action	Desired Outcomes	Deliverables	Timeline	Accountable
Open funding programmes using an overarching approach	Move away from advertising ACNI funding programmes by artform	Use webinars and toolkits for new programmes detailing guidance notes  Elevate ACNI's relationships with resource organisations and raise awareness of the support services they provide	2024-2027	Communications team
Increase the visibility of disabled artists	Promote positive attitudes towards disabled people	Comms / PR share stories from d/deaf, neurodiverse,	2024-2027	Communications team



work by embedding it in media output		disabled artists/organisations supporting them/projects  Activities to target under represented groups and highlight programmes and projects from under represented groups		
Undertake a website accessibility audit	Identify any accessibility gaps on ACNI website	Complete accessibility audit with recommendations and actions to address any gaps identified  ACNI art collection provided online in an accessible format for users	2024 (annually)	Communications team
Publish all ACNI reports in an accessible format online	ACNI staff are responsible for accessibility proofing reports for website	Make all ACNI staff aware of the guidelines to follow to ensure reports are in an accessible format to publish on ACNI website	2024-2027	Communications team

## Review & Oversight

The EDI Plan will be monitored by an internal Working Group and progress reviewed at Arts Council board meetings on an annual basis.

ACNI will regularly publish updates, using its various channels of communication, outlining how specific issues are being addressed. We will report on progress of this plan annually as part of our submission to the Equality Commission of Northern Ireland.

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