



## Inclusion and Diversity Policy

United Fall is a dynamic dance company, based in rural County Carlow, making work that is diverse in appeal, form and content, encompassing contemporary dance, film, dance-theatre, participation and opera. Our mission is to create fresh, ambitious and engaging multidisciplinary work of the highest quality that seeks to evolve dance as an artform for audiences and practitioners.

We are an equal opportunities employer, and we hire artists, arts workers and crew on the basis of skill and ability. We embrace equality, value differences and diversity because we believe that art and culture is fundamentally an expression of humanity.

This policy covers the period 2020 – 2023 and will be reviewed annually by the Board of Directors.

We will continue to strive to bring people together in a true reflection of the diversity within our society. We will create opportunities for meaningful engagement with both our work and dance in general. This will be achieved in a number of ways:

- Reaching further to attract new audiences
- Create work that has a participation aspect
- Provide more opportunities for inclusion (subsidised tickets, relaxed performances)
- Continue to work towards changing the perception that art in general and dance in particular is exclusive and inaccessible.
- We will seek to expand representation on our Board of Directors to include voices from marginalised or under-represented sectors of our community
- Where practicable and where the work necessitates, we will cast performers from as wide a grouping as possible
- In terms of working with diverse creative, production and stage management teams, we will continue to work with colleagues in other companies and other resource organisations to further the pool of people we work with