

Equality, Diversity, and Inclusion Statement of Intent

August 2025

This Statement of Intent is a precursor to work currently being carried out marking the implementation of our updated Strategic Plan which runs until 2027. That work will include engagement with key communities to draft a new Equality, Diversity and Inclusion Policy with a key action plan, due for completion by the end of 2025.

Above all else, we want Mermaid Arts Centre Bray to be a place where everyone feels included. We know that means we have to specifically invite, welcome, support, engage, and design with the people we want in our programmes, in our audiences, and on our staff and Board.

We are each made up of multiple identities, experiences, abilities and communities. We can feel excluded because of any, or many of them. It is our ambition to ensure everyone engaging with Mermaid feels like there's a place for them.

Our Purpose: We exist to create connection

Our work connects artists and communities across County Wicklow in exchanging artistic experiences that spark curiosity, delight, and debate, while fostering pride, pleasure, and well-being, for all.

Our Vision: The home for creative communities in Wicklow

We will be the arts centre of choice for Ireland's artists, driving impact in our role as the engine-room of creativity, embedding and activating co-creation opportunities in key communities across Wicklow.

Our Values

At Mermaid, we value IMAGINATION as the well-spring of creativity, resourcefulness and empathy. It is at the heart of our open-mindedness and innovation, driving us forward.

We are committed to being welcoming, kind and supportive to all those who work with us or visit us, striving for solidarity, connection and INCLUSION within our organisation and the wider community.

In COLLABORATION and cooperation, sharing our knowledge and resources generously, and developing partnerships from a place of openness.

For professionalism in our work and take pride in being recognised as a leading arts organisation delivering EXCELLENCE and cultural experiences as part of the vital national and local parts infrastructure.

When we make a commitment, we honor it. We believe in accountability and fairness. We run our business efficiently and sustainably, behaving with INTEGRITY.

Our Statement of Intent

We're committed to encouraging a supporting and inclusive culture, and ensuring that the tenets of equality, diversity, and inclusion are embedded in all facets of Mermaid's work. We will do this through a range of practical and tangible actions, working towards developing a robust, far reaching EDI policy, which will be a living document that supports the needs of the wider mermaid family, encompassing funders, staff, Board, audiences, artists, and communities.

Our immediate actions include:

- Deepening our understanding of any inequities in how we do our work to develop substantive ways to address them, researching best practice (We had a detailed audit carried out in Spring 2025)
- Providing clearly communicated information in multiple formats, on the physical access of our building, the bathrooms, parking, transport to, and other access information
- Working with funders to identify solutions to inaccessibility in the places we do our work, and the processes by which we do it (Wicklow CoCo sent an engineer to assess access in August 2025)
- Communicating clearly how Mermaid can and does support artists and communities through our programmes, projects, and bursaries, and how to access them
- Working to continue to diversify the expertise, identities, and lived experience of our Board Members, staff, the artists and communities we work with
- Ensuring that our staff, artists, and any sub-contractors are informed of all Mermaid's policies and practices, and that they understand and share our values to acknowledge and ensure the rights of all people to be treated with dignity and respect at all times, especially but not limited to any incidences of harassment, bullying, or discrimination of any kind
- Conducting awareness training at consistent intervals with staff, including our communities locally, to ensure everyone feels confident about addressing needs, using respectful and open language
- Ensuring our communications are accessible as possible, and continuing to provide a number of ways to book tickets, apply for our programmes, or engage with us, taking into account different comfort levels with and access points of communication
- Improving the accessibility of our website and implementing best practice
- Continuing to find ways to offer ticket and activity prices at reduced rates for communities who experience economic barriers to participation and/or providing access to our programme across the county
- Monitoring feedback and continuous consultation with stakeholders of all types to ensure we're meeting goals rather than engaging in performative actions.