

Equality, Diversity and Inclusion Policy for the Russell Festival Weekend

The Russell Festival weekend welcomes all artists, musicians and volunteers to get in touch with us to participating in paid and unpaid roles for the festival weekend, irrespective of gender/sexual orientation/disability/ethnicity or socio-economic status. The Festival also seeks to identifying ways of improving access for audience and participants who may unintentionally be excluded.

Our mission statement

The Russell Festival Weekend is an Irish Traditional Music Festival that celebrates the legacy of the Russell Brothers and other local musicians and contributes to the reputation of Doolin as a hub for Irish Traditional Music.

Our ethos is that of the Doolin community, a place of welcome. Our festival wishes to emulate this throughout our organisation and programming by providing equal opportunity to all artists, participants and audiences with a respect for the diversity in our community.

The committee welcomes feedback and involvement from all members of the community in the development of our strategies and policies.

- In 2023, with the engagement of an artistic director, we hope to improve our programming to include more gender equality by prioritising our Fair Plé initiatives.
- The festival's call-outs on social media and our website invite people to get in contact and to get involved in the festival weekend. The committee's email is available on all public callouts.
- This year we are increasing the visibility of our commitment on our website and social media, communicating our EDI policy and Fair plé policy. We will also share these policies with those who are involved in the festival activities and on callouts.
- The committee organised music/singing and dance gatherings in February leading up to the festival with inclusive participation as our remit, encouraging more diversity through cultural exchange at these events, in association with the festival.

As a festival promoting traditional music and local artists, we respect that we need to consider how we can be more inclusive. In the coming year the committee will look at how the festival can increasingly incorporate and reflect Ireland's diversity.

As a voluntary committee, we encourage all members of our community to get involved, particularly in feedback, as to how we can improve in organising events and opportunities during the festival to offer more equal and diverse opportunities.

The committee acknowledge their accountability for the actions outlined in the EDI policy and that they are committed to embedding these in all levels of our organisation of the festival annually. Each year we will review our EDI policy and set actionable goals.