



**Irish  
National  
Opera**

## Irish National Opera Gender Equality and Diversity Policy

December 2019

Irish National Opera treats everyone with dignity and respect. It does not discriminate on the basis of gender, marital status, family status, age, disability, sexual orientation, race, religion, and membership of the Traveller community in employment practices or artistic decisions, nor in its dealings with the public and with stakeholders.

The company is fully compliant with equality legislation as set out in the Employment Equality Acts 1998–2015 and the Equal Status Acts 2000–2015.

### Composers & Librettists

Over the next ten years the company plans to take an active role commissioning or co-commissioning new operas for performance in Ireland and internationally. The company commits to equality of opportunity and gender parity in the number of commissioned composers and commissioned librettists.

### Creative Teams

The company is also committed to gender balance in its creative teams, which include directors, designers, choreographers, conductors, chorus directors and répétiteurs. The company will assess the balance in three-year periods and the seasons within a three-year period will achieve a gender balance of 60% to 40 % in either direction.

### Artistic and Professional Development

Irish National Opera is committed to the nurturing and development of emerging opera artists through its opera studio and other initiatives. Recognising the historic gender imbalance of composers, conductors and directors, the company actively encourages participation of female artists in these areas of its opera studio programme.

## Board of Directors and Executive

The Board of Directors will ensure a balance of proper gender representation and diversity of skillsets. The Executive will encourage a diverse range of applicants for all new positions with the company. The Executive will also ensure shortlists will include a diverse range of applicants. The Executive will adhere to the Employment Equality Acts 1998–2015 and the Equal Status Acts 2000–2015 in selecting successful candidates and making offers of employment.

## Diversity

Irish National Opera firmly believes that opera is for everyone and that everyone, regardless of socio-economic, ethnic or national background, should have access and opportunity to participate in opera. This is reflected in the company's many projects that seek to involve and tell the stories of a variety of communities. The company will also continue its outreach activities that involve people of all ages and backgrounds. Irish National Opera will encourage practitioners from all backgrounds to apply for professional development opportunities with the company.

## Compliance and Reporting

The Executive will prepare reports on compliance with the Gender Equality and Diversity Policy on a yearly basis. Reports will be presented to the Board of Directors and to the Arts Council.