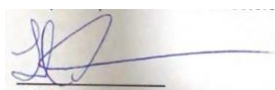


Imagine Arts Festival Diversity and Inclusion Policy

1. **Purpose:** Imagine Arts Festival is committed to fostering a diverse and inclusive environment that respects and values the unique contributions of all individuals. This Diversity and Inclusion Policy aims to promote a Festival culture that embraces diversity across all dimensions, including but not limited to race, ethnicity, gender, age, sexual orientation, ability, and socio-economic background.
2. **Definition:** Diversity encompasses the range of human differences, while inclusion involves creating an environment where everyone feels valued and has an equitable opportunity to contribute to the Festival's success.
3. **Commitment:** Imagine Arts Festival is dedicated to cultivating a Festival that reflects the richness of human experiences and perspectives. We are committed to building an inclusive space that welcomes and celebrates the diversity of our artists, audiences, volunteers, staff, and stakeholders.
4. **Actions:**
 - **Programming:** Actively seek out and showcase diverse artistic voices and perspectives in Festival programming.
 - **Representation:** Strive for diverse representation in leadership, decision-making roles, and among Festival participants.
 - **Accessibility:** Ensure that Festival events and spaces are accessible to individuals with different abilities and diverse needs.
 - **Education:** Provide ongoing diversity and inclusion training for Festival staff, volunteers, and stakeholders.
 - **Community Engagement:** Collaborate with diverse communities and organizations to enhance inclusivity and cultural understanding.
 - **Zero Tolerance for Discrimination:** Maintain a zero-tolerance policy for discrimination, harassment, or bias in any Festival-related activities.
5. **Accountability:** All Festival stakeholders, including board members, staff, volunteers, artists, and vendors, are responsible for promoting and upholding the principles of diversity and inclusion.
6. **Measurement and Reporting:** Regularly assess and report on the effectiveness of diversity and inclusion initiatives. Use feedback to continually improve practices and address any identified challenges.
7. **Accessibility:** Ensure that Festival events and communications are accessible to individuals with disabilities, and take proactive steps to address any barriers.
8. **Review and Revision:** Regularly review and update this policy to reflect evolving best practices and ensure continued alignment with the Festival's values.

Adopted by the Board of Directors on 22nd November 2022



John Fitzpatrick
Chairperson
Imagine Arts Festival