

## **Literature Ireland ~ Equality, Diversity and Inclusion Policy, 2024 - 2027**

### **About Literature Ireland**

Literature Ireland brings the finest of Irish literature in the best possible literary translations to readers around the world. We do this by awarding translation grants to international publishers, by hosting literary translators in Ireland, and by representing published Irish writers at international events, book fairs and festivals.

A not-for-profit organisation, Literature Ireland is funded by Culture Ireland and the Arts Council. Operating since 1995, Literature Ireland has funded the translation of over 2,500 works of Irish literature into 58 languages around the world.

### **Context to Literature Ireland’s EDI (Equality, Diversity and Inclusion) Policy**

As part of our Statement of Strategy and organisational values<sup>1</sup>, Literature Ireland strives to “foster a culture that exemplifies mutual respect and which values diversity, equality and inclusion”. This commitment applies to all aspects of our work, and through our EDI Policy, we address a number of areas in which we feel Literature Ireland can meaningfully contribute to advancing equality, diversity and inclusion in Irish literature.

Literature Ireland’s EDI Policy aligns with existing Irish equality legislation, including the Employment Equality and Equal Status Acts<sup>2</sup>, and Section 42 of the Irish Human Rights and Equality Commission Act (the Public Sector Equality and Human Rights Duty)<sup>3</sup>.

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<sup>1</sup> Literature Ireland ~ Draft Statement of Strategy 2022-2027

<sup>2</sup> Equality Laws in Ireland ~ IHREC | <https://www.ihrec.ie/your-rights/equality-laws-ireland/>

<sup>3</sup> Public Sector Duty ~ IHREC | <https://www.ihrec.ie/our-work/public-sector-duty/>

Furthermore, we seek to respond to the aims set out in the Arts Council's Equality, Human Rights and Diversity (EHRD)<sup>4</sup> Policy through our policy's action plan.

In order to develop our EDI Policy, we engaged with a number of stakeholders encompassing a range of diverse perspectives, to identify key areas of focus for Literature Ireland from an equality, diversity and inclusion perspective. Within the policy principles that follow, and the policy's action plan, we have set out our approach over the coming years.

### **EDI Policy Principles**

Literature Ireland's EDI Policy is underpinned by three principles, which align with our organisational values as well as the key aspects of our work. We believe that these principles will support Literature Ireland's ambition to actively mainstream equality, diversity and inclusion in everything we do.

Literature Ireland's EDI Policy Principles centre on:

- \* *Our Professional Opportunities:* Literature Ireland will actively promote equality of access and engagement with the professional opportunities we offer.
- \* *Our Platforms and Partnerships:* Through our platforms and partnerships, Literature Ireland will showcase the breadth of diverse literary talent in Ireland.
- \* *Our People:* We will ensure that opportunities to work with Literature Ireland are visible and open to the widest diversity of talent.

### **EDI Policy Action Plan**

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<sup>4</sup> The Arts Council ~ Equality, Diversity and Inclusion | <https://www.artscouncil.ie/Equality-Diversity-Inclusion/>

<b>Policy Principle</b>	<b>Objective(s)</b>	<b>Action(s) to 2027</b>
<i>Our Professional Opportunities</i>	To serve writers from Ireland by ensuring that a diverse range of literature from Ireland can be widely read in the highest quality translations	<p>Continue to expand the number and value of translation grants awarded to international publishers, allowing for work in more languages and a greater number of writers to be supported.</p> <p>Ensure that translation grant applications from smaller countries and minority languages are treated inclusively. Build on existing relationships and improve communication highlighting the importance of linguistic diversity. Expand the awareness of opportunities in these language territories.</p>
<i>Our Professional</i>	To support translated writers in international contexts	<p>Continue to seek out partnerships with cultural institutions abroad, working within our funding parameters, to enable writers from Ireland to travel for professional development opportunities and residencies.</p> <p>Collaborate with festivals abroad to help shape international programming, and to ensure wherever possible that they treat writers fairly with adequate pay and considerate programming.</p> <p>Support writers with mobility issues, allowing for slow travel or for a companion to travel with them, ensuring they are able to participate in international programmes.</p>

Policy Principle	Objective(s)	Action(s) to 2027
<i>Opportunities</i>	To support professional translators of writing from Ireland	<p>Run translation workshops to upskill practising and early career translators of Irish literature. Expand to hold some workshops in person and diversify the languages on offer; keep some workshops online to ensure access for all.</p> <p>Advocate to include translators in the Arts Council's Paying the Artist policy; pay translators fairly when contracted by Literature Ireland; advocate for their fair payment and representation both in Ireland and abroad.</p> <p>Continue to host translators in Ireland for residencies. Actively enable translators to travel to and experience the culture of Ireland, regardless of their financial situation. Expand our residency programme to include more local partner organisations and work towards establishing long-term residency programmes across Ireland.</p>
	To offer additional supports for translators working directly from the Irish language	<p>Develop professional and promotional opportunities for translators and translations from the Irish language.</p> <p>Actively cultivate and develop a cohort of translators working directly from Irish; seek international opportunities to promote literary translations from the Irish language.</p>

Policy Principle	Objective(s)	Action(s) to 2027
<p><i>Our Platforms and Partnerships</i></p>	<p>To reach and persuade actors in the international literary sector to read, publish and champion diverse literature from Ireland</p>	<p>Continue to produce and publish the <i>New Writing from Ireland</i> catalogue, which is a platform to showcase contemporary Irish books abroad. Present writers from diverse backgrounds, reflecting Ireland’s contemporary writing scene.</p> <p>Establish a new sample translation programme which will spotlight published work which has not yet gained significant international attention.</p>
	<p>To ensure that content and platforms produced and run by Literature Ireland can be accessed by as diverse an audience as possible through a range of means, including online accessibility</p>	<p>Use social media channels and publications to promote information relevant to Literature Ireland’s equality, diversity and inclusion practices.</p> <p>Migrate from existing software and programmes to platforms which are fully accessible.</p> <p>Seek resources and expertise to fully update and adapt the production of all in-house digital content so as to be compliant with current EDI best practice.</p>

<b>Policy Principle</b>	<b>Objective(s)</b>	<b>Action(s) to 2027</b>
<i>Our Platforms and Partnerships</i>	To develop and maintain partnerships with locally-focused arts/literature organisations which have an established competence in EDI implementation	<p>Seek input from and collaborate with Irish publishers who actively publish diverse voices.</p> <p>Continue our longstanding partnership with the National Library of Ireland, which ensures every Literature Ireland-supported translation is housed in the permanent national collection, allowing local access.</p> <p>Support and partner with Irish festivals which follow EDI best practice guidelines.</p>
<i>Our People</i>	To foster an inclusive approach to the both the people who work with Literature Ireland and the wider publishing and literary community	<p>Ensure opportunities to work with Literature Ireland are disseminated through a range of means, in order to reach as wide a cohort of candidates as possible. Continue to offer flexible working arrangements.</p> <p>Work with our partners to ensure that the EDI policy is promoted in Literature Ireland’s paid internship opportunities.</p> <p>Maintain an ongoing focus on EDI within the Board succession process, in order to reflect the diversity of talent within Irish literature.</p>

## **Monitoring & Evaluation**

Literature Ireland's EDI Policy will be integrated into its daily operations, and delivered on an ongoing basis by the team. Monitoring will be overseen by the Director, with regular updates provided to the Board of Literature Ireland. At the conclusion point of the policy (2027), it will be reviewed, evaluated and updated.