

A Charter for Inclusion

This Charter has been adopted by the seven literature organisations in Words Ireland. We are Children's Books Ireland, Irish Writers Centre, Literature Ireland, Munster Literature Centre, Poetry Ireland Publishing Ireland, and The Stinging Fly. We encourage others to use the Charter to progress their own commitment to equality, diversity and inclusion principles.

The values we espouse have the power to change not just the world we live in, but to shape the world we create together for the future.

We want to encourage a literature sector in Ireland that is truly inclusive, fair, vibrant and progressive.

As set out in Article 15 of the UN Convention on Economic, Social and Cultural Rights and as stated in the Arts Council's Paying the Artist policy, we recognise the right of everyone to participate in the cultural life of their community, the right of artists to freedom of expression and to be adequately remunerated for their work. We hold ourselves accountable to ensuring through our individual and collective actions that no one is denied their right to participate in literary culture on the basis of their gender identity, sexual orientation, civil or family status, religion, age, disability, race, nationality, membership of the Travelling Community or socio-economic status.

To achieve this we understand that we must be proactive in creating new ways of working. For organisations this will mean adopting a 'whole of organisation' approach including our governance structures & human resources policies, our support for artists at all stages of their career, our audience engagement, our communications and our commitment to ongoing learning.

We will not tolerate any inappropriate behaviour in the workplace, at events and during other programme activities.

We will create/adopt appropriate procedures within our organisation to ensure such behaviour will be investigated and/or reported.

We recognise that even as we make our organisations more open, people may continue to experience discrimination. We acknowledge that we have much to learn. We will convene a year after the charter's adoption to reflect on our learning.