



# COMHALTAS

## **DIVERSITY EQUALITY AND INCLUSION**

Majella Bartley 26<sup>th</sup> October 2022



# Cothromaíocht

Respect Equality and Opportunity

- ▶ Comhaltas Ceoltoiri Éireann (CCÉ) has adopted a policy of **Cothromaíocht** representing the principles of **Equality**, **Respect** and **Opportunity**. This demonstrates a commitment to ensuring that any person regardless of age, gender, nationality, socio-economic background, sexual orientation or marital status can participate in Comhaltas activities without fear of discrimination or abuse. This document can be found at [www.comhaltas.ie](http://www.comhaltas.ie)



# CCÉ Ethos Statement



- CCÉ's Vision, Values, Mission and Ethos are guided by many principles.
- The essence of our movement as we interpret it, is that it is all-embracing and inclusive of everyone regardless of race, religion or ability.
- The core values of our services have always been underpinned by honesty, openness, fairness, the dignity and humanity of each person, free from harassment, anti-sectarian and anti-racist.
- We believe in the intrinsic value of every person and we aim to further the dignity of all associated with our movement.
- We want each individual to avail of opportunities for self-expression in the pursuit of Irish traditional music, song, dance and language.
- We promote inclusivity, equal opportunity for all regardless of gender, marital status, sexual orientation, age, disability, religious belief or lack thereof, race, ethnicity or national.



# Aims

- ▶ CCÉ aims to provide an inclusive environment which promotes equality and values diversity. We are committed to eliminating unlawful discrimination of all members and to develop their full potential regardless of gender, marital status, family status, race, religious beliefs, sexual orientation, disability, age or member of the Travelling Community. The aim is for Comhaltas to be truly representative of all sections of society and for our Members, and employees to feel respected and able to give their best.



# What is Diversity

- Diversity is the awareness and inclusion of a wide variety of different races or cultures within the organisation.
- Comhaltas is a volunteer committee led organisation. All stages and levels of CCÉ must implement our EDI policy and have a conscious awareness of its meaning. Committee members are available to all, and a duty of care is undertaken.



# Terms and Concepts to Consider

- ▶ Able-ism – Discrimination of Disabilities
- ▶ Affirmative Action – Promotion and Awareness
- ▶ Ageism – Discrimination of Age
- ▶ Classicism – Discrimination of Class
- ▶ Minorities – Understanding minority groups and develop inclusion
- ▶ Ethnocentrism – Discrimination of Ethnic Beliefs
- ▶ Multiculturalism – Acceptance of different cultures
- ▶ Racism – Privilege and penalty based on one's race
- ▶ Sexism – Discrimination of gender




# Stereotypes V's Biases

- A stereotype is someone who thinks that most or all members of a certain group are the same. They may see them as aggressive, lazy etc.
- Bias is a preference that leads to impartial judgement. For example, someone may think that you must be from the isle of Ireland to be able to play Irish traditional music correctly.
- Please be aware of these terms and when making decisions be conscious not to fall into the above traps.




# Conscious and Unconscious Bias

- Conscious bias occurs when a person is very clear about their feelings and attitudes towards others. This can lead to harassment and exclusion
  - Unconscious bias is when our choices and opinions are influenced by past experiences, our backgrounds and environmental conditions. This can happen without us realising it.
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# Altering Your Own Stereotypes

- Seek information to gain awareness and understanding.
  - Spend time looking into your own attitudes and behaviours.
  - Be conscious of the terms and phrases you use.
  - If a joke or action amongst people around you, try to confront this discrimination openly
  - Educate yourself in areas of culture other than your own.
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# Changing your Personal Approach

- ▶ We usually make a judgement about someone in less than 30 seconds. Try to use the following steps to improve our awareness of personal approach to diversity.
  1. Collect information
  2. Divide out the facts from your opinion
  3. Make judgement based only on facts
  4. Periodically refine your judgement based on facts
  5. Try to continue to expand your opinion of the persons potential



# **‘Gender-Mainstreaming Strategy’**

## **Definition**

- Gender mainstreaming has been embraced internationally as a strategy towards realising gender equality. It involves the integration of a gender perspective into the preparation, design, implementation, monitoring and evaluation of policies, regulatory measures and spending programmes, with a view to promoting equality between women and men, and combating discrimination. (European Institute for Gender Equality, EIGE)

# Statistics Within Comhaltas

Staff: Head-Office, Regional Management & Senior Administrative Staff:

	Female	Male
Head-Office Includes Management	50%	50%
Regional Staff	60%	40%

- Ardchomhairle/Central Executive Council: Key Leadership Positions,
- National Officers including advisory sub-committee Chairs

Female	Male
43%	57%

- Comhaltas TTCT

Female	Male
63%	37%




➤ SCT

	Female	Male
Examiners	55%	43%
Candidates/Students	73%	27%



# Key Principles of Best Practice

- Planning
  - Implementation
  - Evaluation
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# Planning



- Recognise the importance of affording equal opportunity and fair treatment to all present and potential members.
- Ensure that all people irrespective of their age, gender, ability, disability, race, religion, ethnic, origin, creed, colour, nationality, social status or sexual orientation have a genuine and equal opportunity to participate in activities at all levels and in all roles.
- Not to disadvantage any individual by imposing any conditions or requirements which cannot be justified.





# Implementation



- Identifying inequalities and gaps
- Define objectives
- Take into account gender and diversity when developing activities, policy, committees, programmes
- Identify resources available
- Parties involved must play an active role
- Knowledge
- Practical skills
- Change in attitude and behaviour
- Good organisational management
- How to bring about expected results



# Evaluation



- Monitor progress
- Evaluate activities and programmes from a gender and diversity perspective
- Availability and knowledge of resources
- Aim for high standards
- Quality assurance
- Tailored training to the needs of individual or groups
- Encouragement
- Policy commitment



# Educational Resources



- ▶ Face to face training
- ▶ Courses of study
- ▶ Online modules
- ▶ Guidance materials
- ▶ Network of sharing expertise
- ▶ Workshops
- ▶ Seminars
- ▶ Mentoring
- ▶ Promotion of equal opportunities
- ▶ Continuous development of documentation



# Additional Training

- ▶ Two courses are available each of which takes about an hour. They are:-
  - ▶ 1. Addressing Unconscious Bias
  - ▶ 2. Tackling Bullying and Harassment at work
- ▶ The two courses are at this link – [Screen Ireland: Log in to the site](#)

This Training, available free of charge, is promoted by the Department of Tourism, Culture, Arts, Gaeltacht, Sport & Media for the Arts, Culture and Creative sector.



# Legal Resources



- Equal Status Acts 2000 – 2015
- Employment Equality Acts 1998 – 2015
- Disability Act 2015
- Irish Human Rights and Equality Commission Act 2014
- [www.genderequality.ie](http://www.genderequality.ie)
- gov.ie – Gender Equality
- ElGE – Online glossary of gender mainstreaming concepts and definitions  
Council of Europe gender equality glossary
- Department of Children, Equality, Disability,  
Integration and Youth National Strategy for Women and Girls 2017-2021
- National Women's Council of Ireland
- Bystander Intervention Programme, UCC



# Disability Awareness



- ▶ One of the biggest barriers for people with disabilities is other people.
- ▶ Disability is no longer just the knowledge that discrimination is wrong.
- ▶ When considering disability awareness it is important to remember that someone with a disability is just the same as others.
- ▶ People with a disability want the same things as everyone.
- ▶ They want to be treated as individuals
- ▶ They want to be challenged
- ▶ They want to be accepted and included
- ▶ They want to succeed.



# Dos and Don'ts

- ▶ People with a disability want to be treated as individuals, they want to be challenged, accepted, and included. Some dos and don'ts
  - Do speak directly to me
  - Do respect my personal space
  - Do Include me in conversations
  - Do think before you speak
  - Don't make assumptions
  - Don't patronize me
  - Don't tap me or touch me



# The Way Forward

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- Education
  - Training
  - Awareness
  - Empowerment
  - Research
  - Development
  - Precedent
  - Safeguarding





# Current Structures

- ▶ TTCT, Irish Traditional Arts teacher training course
- ▶ SCT, practical graded exams, as part of examiner training
- ▶ Pre-TTCT Preparation Courses
- ▶ Adjudicators for county, provincial and All Ireland Fleadhanna; seminars/mentoring
- ▶ Event Organisers
- ▶ Artistes & Performances across all levels of the organisation
- ▶ Child & Vulnerable Adult Protection & Safeguarding Training
- ▶ Officer and Leadership Training
- ▶ Youth Officer Training
- ▶ Volunteer Training
- ▶ PR Seminars/Training



# To Conclude

- Beware of all CCÉ policies and procedures
- If you hear or observe something questionable speak up.
- Understand the needs of each ethnic, cultural, or disability group
- Create an atmosphere where protected group members feel comfortable.