

WEXFORD FESTIVAL OPERA'S EQUALITY DIVERSITY AND INCLUSION COMMITMENT STATEMENT

Wexford Festival Opera (WFO) exists to present high quality productions of rarely performed opera repertoire and to discover and promote emerging national and international artistic talent. We strive constantly to increase our engagement with our local, national and international community and continue to attract new audiences, sharing the magic of WFO with as many people as possible and continually increasing the accessibility of our work.

Informed by our values of integrity, respect, fairness and courage, our Equity, Diversity and Inclusion (EDI) Commitment Statement is based on our vision of an opera festival that opens its doors to welcome everyone to experience in an open accessible way the best of opera and music performed to the highest international standard.

In formulating an EDI Policy, we aim to create an environment that is safe, supportive and welcoming for all people regardless of identity, background, or circumstances, where individual difference is recognised, and everyone is valued for being themselves. WFO safeguards employee well-being and engagement, and ensures that the principles of EDI are met. We aim to ensure that everyone involved in our organisation works in a collaborative, equitable and inclusive space. We believe that anyone who works for us and with us, or visits us should enjoy the best possible experience and feel valued and respected in accordance with our EDI Policy regardless of:

- Gender
- Civil status
- Family status
- Sexual orientation
- Religion
- Age
- Disability
- Race
- Membership of the travelling community
- Socio-economic status

We are committed to upholding our EDI policy and expect anyone engaging with us to respect this policy, together with our values of integrity, respect, fairness and courage. We recognise the value that diversity brings to our organisation. We believe that all forms of prejudice and discrimination are unacceptable and as a community we will challenge these in all circumstances.

Our EDI policy focuses on three different groups of people essential to our organisation: -

- our audiences;
- our artists and production teams;
- our employees, volunteers and board members;

Everyone involved in and engaged with our organisation has a role to play in making WFO an inclusive and diverse environment and to achieve this we set out the EDI goals which we are committed to below:-

- playing our part in creating and promoting an inclusive culture;
- communicating our intentions and commitment to everyone who connects with us, so they share our vision to be inclusive for all;
- encouraging inclusive behaviour at all times;
- treating everyone fairly and with respect;
- actively challenging inappropriate behaviours, bullying and harassment;
- removing unnecessary barriers to ensure accessibility for all who work and engage with us;

- consulting with all involved in our organisation and our audiences so that we can keep improving;
- questioning our own behaviours and being open to feedback;

This Commitment Statement, our EDI Policy and Action Plan have been developed with the input of the members of WFO, its employees and board members. We understand that issues of EDI evolve constantly, and that regular review and evaluation of this policy and our action plan is necessary to ensure that the aims of the policy are achieved. EDI and the associated action plan will be a recurring agenda item for staff and board meetings. Our EDI policy will be reviewed in full in September 2026.

We are committed to the Arts Council's Equality, Human Rights and Diversity (EHRD) Policy (2019) and to our legal obligations under the Equality Acts (1998- 2015), the Equal Status Acts (2000-2018) and Section 42 of the Irish Human Rights and Equality Act 2014 (Public Sector Equality and Human Rights Duty).