



## Equality, Diversity & Inclusion

At Dingle Literary Festival, we are committed to promoting and fostering an environment that is inclusive, diverse, and equitable for all participants, guests, and attendees. We believe that diversity and inclusion are essential elements in creating a vibrant literary community that reflects the rich tapestry of voices and perspectives from around the world.

We embrace and celebrate the diversity of human experiences, including but not limited to race, ethnicity, gender identity, sexual orientation, age, religion, disability, and socio-economic background. We are dedicated to ensuring that all individuals, regardless of their background, feel welcome, valued, and respected within our festival's space.

In pursuit of our commitment to equity, we strive to provide equal opportunities for participation, involvement, and access to our events, programmes, and resources. We actively seek out a diverse range of authors, speakers, and panellists to ensure that our programming represents a broad spectrum of voices, perspectives, and literary genres.

We are dedicated to maintaining an environment that is free from discrimination, harassment, and prejudice of any kind. We encourage open and respectful dialogue, fostering an atmosphere where differing opinions and perspectives can be shared and discussed in a constructive manner.

### **To achieve these goals, we continuously work towards:**

**Ensuring diverse representation:** We strive to include authors, speakers, and panellists from a variety of backgrounds and identities, promoting underrepresented voices and highlighting their contributions to the literary world.

**Accessible venues and accommodations:** We aim to select venues that are physically accessible and provide necessary accommodations to ensure participation from individuals with disabilities. We also encourage feedback and suggestions to improve accessibility for all attendees.

**Collaborations and partnerships:** We actively seek collaborations and partnerships with organisations and communities that share our values of diversity, equity, and inclusion. By working together, we can enhance the impact of our efforts and reach a wider audience.

**Ongoing evaluation and improvement:** We regularly assess our practices, policies, and programming to identify areas for improvement and implement necessary changes. We welcome feedback and suggestions from our community to help us create a more inclusive and welcoming festival experience.

We recognise that creating an inclusive and equitable literary festival is an ongoing process, and we are committed to listening, learning, and evolving. By embracing and celebrating our differences, we aim to foster an environment where all voices are heard, valued, and celebrated.

We invite all participants, guests, and attendees to join us in our commitment to diversity, equity, and inclusion at the Dingle Literary Festival, and to actively contribute to making our literary community a more inclusive and empowering space for all. Together, we can create a literary landscape that reflects the richness and beauty of our diverse world.