



Equality, diversity and inclusion Policy (EDI)

An Chéad Tíne CLG are committed to pursuing a policy of equality of access, opportunities and outcomes into everything we do as an organisation. We are keenly cognisant of our principles as grassroots organisation which is socially conscious and open and welcoming to all sections of our society, and work in tandem with the Arts Council's EDI policy to support work that embeds these principles in a thoughtful and proactive way. As such An Chéad Tíne will work to prevent any form of exclusion or discrimination on the grounds such as gender, sexual orientation, civil status, family status, religion, age, disability, race, membership of the Traveller community, and socio-economic status.

Our Gallery has a straight forward application process for Open Call opportunities removing, socio-economic barriers and encouraging diversity in our applicants and selection processes.

Exhibitions pertaining to Mental Health or to illness, and disability, gender rights, sexual orientation and identification, QTIBPOC (Queer, Trans, Black, Indigenous, People of Colour) have been an identified area in which we will continue to be actively represented in our programming and selection processes. In 2025 we had an exhibition funded by Kilkenny Heritage Office in which the healing & social inclusion element of the ancient Irish Sweathouse was discussed through a gallery talk with a Archaeologist & Folklorist in a healing circle format. Many of the artworks selected had an element of mental health, social inclusion.

Through our education & gallery visit programme An Chéad Tíne reach a demographic of diverse communities and socio-economic backgrounds, with intergenerational families alongside many recent migrant, cultural, religious and ethnic groups.

In the area of disability we work with Kilkenny Wheelchair Society & Kilkenny Volunteer Group in which we give opportunities to be trained as a Gallery Invigilator to people with disability. This programme has proved very successful for both the participants and the gallery. We now have one member of Kilkenny Wheelchair Society who continually invigilates in the Gallery every Friday and who has been recently been appointed as our Accessibility Office in whom we are currently working with over the last few months to update and improve any plans in this area.

Our gallery is accessible with facilities to aid visitor and artists' access to our premises, including a lift and a fully accessible, gender-neutral bathroom. Masks are available at the gallery at all times, and we ask any visitors who are feeling unwell to exercise care of others when considering a visit to the gallery.

If you would like to feed into our actions or have any suggestions in relation to this Policy please contact us at: an.chead.tine@gmail.com