

**EQUALITY**  
**DIVERSITY**  
**INCLUSION**

Policy and Action Plan



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Kids' Own  
Publishing Partnership CLG  
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# About Kids' Own Publishing

Established in 1997, Kids' Own holds an important position within the arts and education sector in Ireland. Kids' Own is driven by a passionate belief in the intrinsic value of the arts in children's lives; as a source of joy, fulfilment and connection.

We work to give children greater access to cultural expression and to be actively creating, enquiring, communicating and making meaning through the arts. Our ethos is rooted in professional arts practice and we produce professionally published outputs (in print and online) that elevate the status of children's voices and artwork and bring these to a wider audience.

With a strong social justice agenda, we support children of all backgrounds and abilities to be seen and heard in our society. As a dynamic and creative organisation, Kids' Own is always striving to innovate and explore new ways of working with children and young people. Our Values, as set out in our current Strategic Plan, clearly delineate Kids' Own's ethos, they are:

## Child-centred

Kids' Own works in defence of children's right to culture. Through the arts, we give children new modes of inquiry and expression. We value children's multiple and shared perspectives (their 100 languages) that lead to strong and proud identities and a sense of belonging and contribution.

## Integrity

We deliver our work with an ethos of openness and transparency. We champion the professionalisation of arts practice with children and authentic approaches that are non-directive and non-contrived. We do not compromise on this.

## Originality

We value and respect children's authentic voices and experiences. We trust in the collaborative process to let the work unfold without always knowing where it will lead. This is how we elicit truly original and authentic outcomes.

## Collaborative

We work collaboratively with children, with their communities and families, with professional artists and other practitioners. Inquiry, listening and process-based approaches are at the heart of these collaborations. We also value collaboration with partner organisations whose expertise increases the impact of our work with children.

## Actively Inclusive

We believe in a creative childhood for all children. We have respect for children as experts in their own lives and promote a culture of listening to children within their communities and wider society. We value all children, regardless of background, ability, race, gender, sexuality or religion.

## Context to EDI Policy Development

Equality, diversity, inclusion (EDI) and equity in both participation in and creation of art, are central tenets of Kids' Own ethos, vision, mission and values. Since Kids' Own was established in 1997, we have aimed to ensure that equality, diversity, and inclusion is at the centre of all of our work with children and young people. As outlined above, we strongly believe in the rights of children and young people to cultural engagement and participation, as established in Article 31 of UN Convention on the Rights of the Child<sup>1</sup>.

In developing Kids' Own's EDI Policy, we are also clearly articulating our commitment not only to Article 31, but also to Irish equality legislation, including the Employment Equality and Equal Status Acts<sup>2</sup>, and to Section 42 of the IHREC Act<sup>3</sup> (the "Public Sector Duty"). Additionally, through our EDI Policy, we seek to respond to the objectives set out in the Arts Council's Equality, Human Rights and Diversity (EHRD) / EDI Policy<sup>4</sup>.

Kids' Own recognises the nine protected characteristics outlined in Irish equality legislation (gender, civil status, family status, sexual orientation, religion, age, disability, race and membership of the Traveller community), and we further recognise a tenth characteristic, that of socioeconomic status.

Kids' Own appreciates and respects the intersectional nature of identity, and how it can play a central role in experiences of exclusion and inequality.

Throughout the development of our EDI Policy, we ensured our commitment to being actively inclusive was upheld, through ongoing engagement with key Kids' Own community members, namely:

**Our Team:** Kids' Own's team is centrally involved in everything we do, including the development of strategy and policy.

**Our Youth Advisory Group:** On an ongoing basis, Kids' Own ensures that children and young people's voices are at the heart of our work. Our Youth Advisory Group was established to coincide with the development of this new EDI policy. We wanted to ensure that children's voices were central to this process. You can read about our journey with our Youth Advisory Group in 2023 here: <https://kidsown.ie/wp-content/uploads/2024/07/Kids-Own-Youth-Advisory-Group-2023.pdf>.

**Our Artists:** Kids' Own is proud of its collaborative working relationships with artists encompassing a range of disciplines and lived experiences.

Our community have provided their views, insights and suggestions through a number of consultative processes, including workshops, internal discussions and feedback. This information underpins the policy principles outlined below, as well as the EDI Policy's Action Plan.

We recognise that this Policy and Action Plan is an evolving and ever-changing document, and will continue to consult and update this plan as required

1 Article 31 of UN Convention on the Rights of the Child: "States Parties shall respect and promote the right of the child to participate fully in cultural and artistic life and shall encourage the provision of appropriate and equal opportunities for cultural, artistic, recreational and leisure activity."  
<https://www.ohchr.org/en/instruments-mechanisms/instruments/convention-rights-child>

2 Equality Laws in Ireland <https://www.ihrec.ie/your-rights/equality-laws-ireland/>

3 Public Sector Duty <https://www.ihrec.ie/our-work/public-sector-duty/>

4 Equality, Diversity and Inclusion <https://www.artscouncil.ie/Arts-in-Ireland/Equality,-Diversity-and-Inclusion/>

## Policy Principles

In formulating our EDI Policy, and associated Action Plan, we have focused on each element of Kids' Own's operations and in so doing, have sought to apply an EDI lens to all aspects of our work. With this in mind, the principles that our EDI Policy focuses on are:

### Kids' Own Publications

We will ensure that our publications reflect the diversity of perspectives and lived experiences of children and young people.

### Kids' Own Projects and Events

We will maintain a consistent focus on ensuring that our projects and events are accessible, mindful of the diverse needs of both artists and participants.

### Kids' Own Artists

We will continue to work towards ensuring our Associate Artists reflect the diversity of the children we work with, and that all our Artists have opportunities to develop their capacity to promote EDI through their practice.

### Kids' Own Organisation

We will set actions in train to promote diversity in our recruitment of staff and Board members.

### Kids' Own Partnerships

We will work with our partners to develop opportunities from an equality, diversity and inclusion perspective.



## EDI Policy Action Plan

Policy Principle	Aim	Action	Deliverables	Timeline	Team Members Involved
1. Kids' Own Publications	1. Ensure that our publications reflect the diversity of perspectives and lived experiences of children and young people in Ireland.	Continue to review the communities of children we have worked with and continue to seek new partnerships to widen and deepen the representation of children's voices.	1. A review of the work we have done with different communities of children over the last strategic period, which will help us to identify gaps.	2024	All team members
	2. Ensure that our publications are reaching a wide range of children, including those from diverse communities.	Review our existing publication dissemination routes, with a specific focus on widening the range of children that our publications reach, and facilitating meaningful engagement with our publications	1. An internal document that reviews the current dissemination routes and identifies gaps	2024 & 2025	Ciara Gallagher Emma Kavanagh Lorna Golden
			2. An initial scoping study exploring the impact of Kids' Own (KO) books on child readers in schools will also consider the context of how children encounter KO books and importance of context.	2024 & 2025	Ciara Gallagher
		3. A new dissemination plan for KO books, including identification of supports needed for increased engagement with our books.	2024 – 2028 (Timeline of current strategy)	Ciara Gallagher Emma Kavanagh Lorna Kavanagh Lorna Golden	

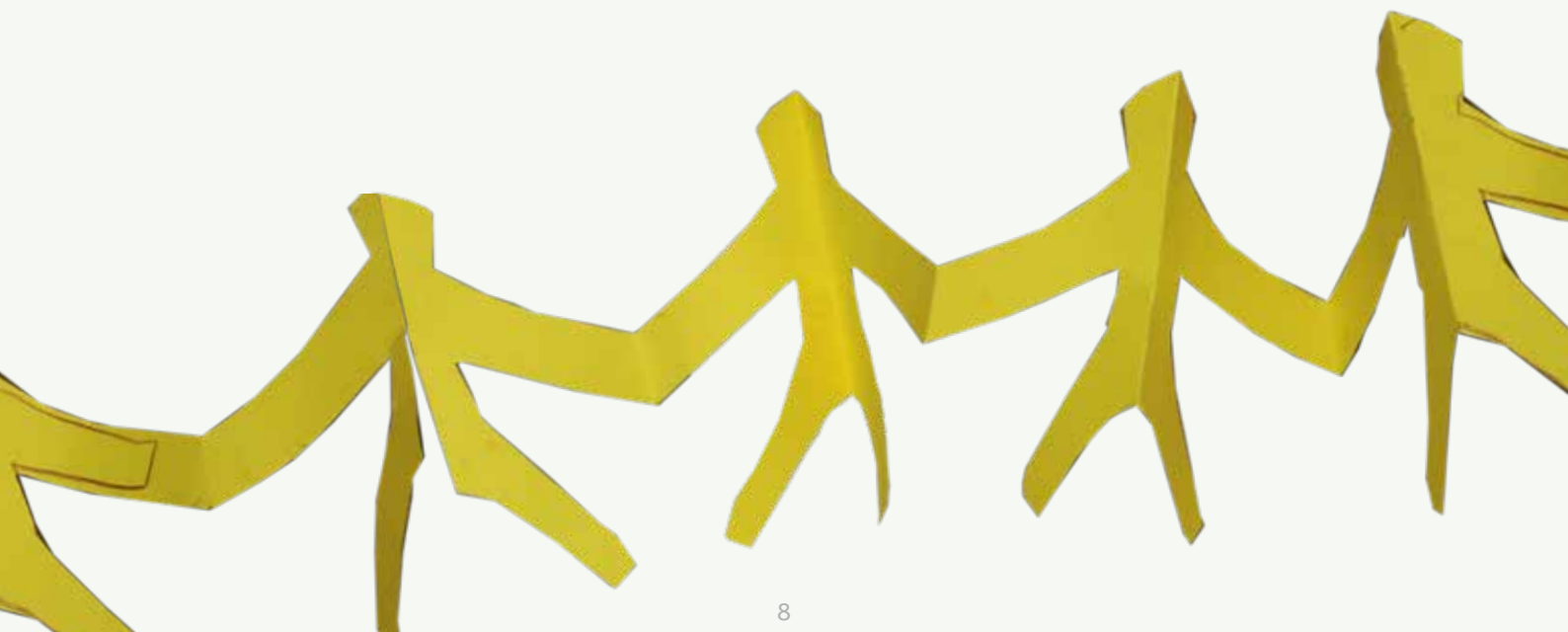
## EDI Policy Action Plan

Policy Principle	Aim	Action	Deliverables	Timeline	Team Members Involved
1. Kids' Own Publications	3. Ensure that our publications are reaching a wide range of children, including those from diverse communities.	Refine our marketing and communications strategy to ensure that our publications are accessible and engaging for all children and young people.	1. digital marketing strategy is updated with a focus on how our publications can meet more accessibility needs	2024 & 2025	Lorna Golden Ciara Gallagher Emma Kavanagh Martin Corr
			2. implementation and assessment of our current Digital Marketing Strategy	2024 – 2028 (Timeline of current strategy)	Lorna Golden Ciara Gallagher
			3. Recommendations from our Youth Advisory Group on broadening the accessibility of our publications	2024 & 2025	Ciara Gallagher Lorna Kavanagh Martin Corr
			4. New marketing and communications strategy reflecting accessibility in multiple respects.	2024 – 2028 (Timeline of current strategy)	Lorna Golden Emma Kavanagh Ciara Gallagher



## EDI Policy Action Plan

Policy Principle	Aim	Action	Deliverables	Timeline	Team Members Involved
<b>2. Kids' Own Projects, including collaborative book projects, and events</b>	<b>1.</b> To maintain a consistent focus on ensuring that our project and events are accessible, mindful of the diverse needs of both artists and participants, we will:	Plan projects and events in accordance with the needs of the children, young people and artists we engage with, and based on their feedback.	<b>1.</b> Recommendations from KO Youth Advisory Group to plan projects and events, ensuring that the views of communities of children we work with regularly are represented (for example Traveller children).	2024 – 2028 (Timeline of current strategy)	Ciara Gallagher Lorna Kavanagh Emma Kavanagh
			<b>2.</b> Project evaluation assesses the needs of children we engage with	2024 – 2028 (Timeline of current strategy)	Emma Kavanagh Lorna Kavanagh Ciara Gallagher
			<b>3.</b> New projects are developed in accordance with needs of children through continuing to engage with partners to ensure projects and events are accessible and mindful of diverse needs.	2024 – 2028 (Timeline of current strategy)	All team members





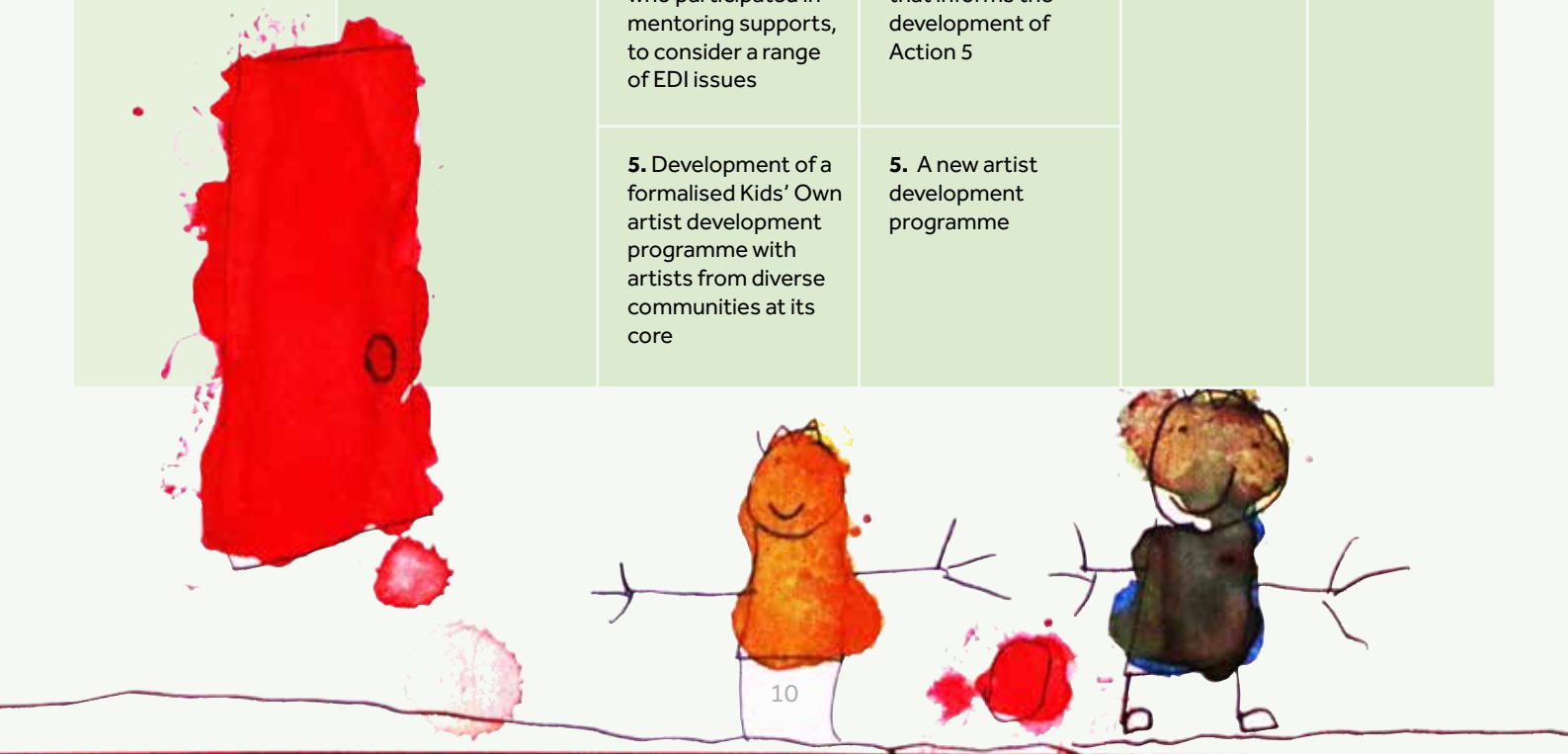
## EDI Policy Action Plan

Policy Principle	Aim	Action	Deliverables	Timeline	Team Members Involved
<b>2. Kids' Own Projects, including collaborative book projects, and events</b>	<b>1.</b> To maintain a consistent focus on ensuring that our project and events are accessible, mindful of the diverse needs of both artists and participants, we will:	Review the language and literacy needs of children and young people and their parents/guardians who engage in our projects, to ensure we are communicating with children in the most accessible and appropriate way at all stages of a project including recruitment, participation in the project, and evaluation of the project.	<b>1.</b> Review of language and literacy needs of children and young people who participate in our projects through project evaluation	2024 – 2028 (Timeline of current strategy)	Ciara Gallagher Lorna Kavanagh
		Develop a greater understanding of barriers that may be present in the venues and locations our projects and workshops are held in at all stages of a project: planning, facilitation, and post-project evaluation.	<b>2.</b> Adaptation of projects or development of new projects in response to insights from evaluation	2024 – 2028 (Timeline of current strategy)	Ciara Gallagher Lorna Kavanagh Emma Kavanagh
		Consider new venues and locations for our events, to remove perceived or actual barriers to engagement.	<b>3.</b> A more developed checklist to ensure that project venue/location is suitable when planning with partners  Include questions on venue/location in project evaluation and feedback	2024-2025  2024	Emma Kavanagh Lorna Kavanagh Ciara Gallagher
		Consider new venues and locations for our events, to remove perceived or actual barriers to engagement.	<b>4.</b> Build in specific considerations on venue & location into project funding applications  Trial new venues & locations and seek feedback from participants and project partners on these	2024 and 2025  2024 – 2028 (Timeline of current strategy)	



## EDI Policy Action Plan

Policy Principle	Aim	Action	Deliverables	Timeline	Team Members Involved
3. Kids' Own Associate Artists	1. To ensure that our panel of Associate Artists reflects the diversity of the children we work with.	Development of a range of measures to support recruitment of diverse artists including:		2024	Ciara Gallagher Emma Kavanagh
		1. Review with our current artist panel in terms of information related to EDI to inform our programming (optional; emphasis on what artists are comfortable sharing publicly)	1. An updated profile of our artist panel that can inform our projects and programming		
		2. Recruitment of 4 new artists from diverse communities in 2024/2025	2. New associate artists	2024 & 2025	
		3. Paid mentoring supports for these new artists from diverse communities.	3. New artists have been part of mentoring process		
		4. Facilitated conversations with current and new artists, and artists who participated in mentoring supports, to consider a range of EDI issues	4. Development of a report for internal reference within Kids' Own and that informs the development of Action 5	2024 – 2028 (Timeline of current strategy)	
		5. Development of a formalised Kids' Own artist development programme with artists from diverse communities at its core	5. A new artist development programme		



## EDI Policy Action Plan

Policy Principle	Aim	Action	Deliverables	Timeline	Team Members Involved
4. Kids' Own Organisation	To set actions in train to promote diversity in our recruitment of staff and Board members, we will:	1. Put a Board succession plan in place, with a specific focus on diversifying Board membership.	<p>1. We will put out an open call for board members from underrepresented backgrounds</p> <p>2. As board members rotate off the board in 2024 and 2025, we will ensure that diversifying board membership remains central in our recruitment of board members.</p>	<p>2024</p> <p>2024 and 2025</p>	Ciara Gallagher Emma Kavanagh
		Review existing recruitment processes, to ensure that vacancies, when they arise, are known to the widest potential pool of applicants.	<p>1. An assessment of our current recruitment processes.</p> <p>2. Identify and seek advice from other arts organisations with a good track record in this area.</p> <p>3. Develop an updated recruitment process in response.</p>	2024 – 2028 (Timeline of current strategy)	Ciara Gallagher Emma Kavanagh
		Organise a sequence of EDI capacity building workshops for our Board and staff encompassing a range of topics.	<p>1. Work with staff and board to identify key areas of EDI capacity building</p> <p>2. Identify organisations and/or individuals who can facilitate these workshops.</p> <p>3. Document this process of learning through individual and group reflections.</p>	2024 – 2028 (Timeline of current strategy)	Emma Kavanagh Ciara Gallagher

## EDI Policy Action Plan

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5. Kids' Own Partnerships	To work with our partners to develop opportunities from an equality, diversity and inclusion perspective inclusion perspective, we will:	<ol style="list-style-type: none"> <li>1. Discuss ways of working to promote EDI with existing partners, including potential joint initiatives.</li> </ol>	<ol style="list-style-type: none"> <li>1. Continue to review current project and partnership structures</li> <li>2. Work with key stakeholders (partner organisations) to identify new approaches to building partnerships and collaboration on projects</li> <li>3. Trial a new partnership structure</li> </ol>	2024 – 2028 (Timeline of current strategy)	Ciara Gallagher Lorna Kavanagh Emma Kavanagh Edel Doherty
		<ol style="list-style-type: none"> <li>2. Expand the range of partnerships currently engaged with, focusing specifically on EDI.</li> </ol>	<ol style="list-style-type: none"> <li>1. Continue to identify communities of children who are underrepresented and develop new partnerships in line with this.</li> <li>2. New collaborative projects with partner organisation whose work is focused in EDI.</li> </ol>	2024 – 2028 (Timeline of current strategy)	Ciara Gallagher Lorna Kavanagh Emma Kavanagh Edel Doherty



## Monitoring and Evaluation

The implementation of Kids' Own EDI Policy will be led by our team, with oversight at Board level, led by EDI Board champion, Naomi Feely (Chair). The policy and its impact will be evaluated alongside Kids' Own's strategy (2024-2027), at its conclusion point, and may be redrafted at this juncture.

