

## **Cork International Film Festival Equality, Diversity and Inclusion Policy Statement**

This policy statement sets out how Cork International Film Festival will achieve its aims to promote Diversity & Inclusion as an employer and supplier of services.

It outlines how Diversity & Inclusion will underpin all areas of the organisation's work and service provision, including the communities within which it operates.

Cork International Film Festival (CIFF) is committed to supporting Equality, Diversity and Inclusion (EDI) in all aspects of its activity, employment and operations. The Board of CIFF wishes to set out publicly their commitment to equity through our focus on Diversity, Inclusion and Accessibility as a key responsibility and priority.

As a local festival with global focus, Cork International Film Festival has celebrated and promoted multiculturalism, Diversity, and Inclusion for 67 years. Cork International Film Festival's programme consistently reflects the breadth and diversity of society and the world's stories. It continually evolves with the community it serves.

We believe in championing film as a powerful platform to tell stories, raise awareness of issues, promote active discussion and debate, and deliver positive impact by engaging with both audiences and stakeholders.

We want to use our platform as a world class festival to showcase a diverse and wide range of lived experiences, voices and perspectives, and ensure that everyone we work with, support and welcome to the festival can enjoy the same opportunities. We think that our biggest impact is the opportunity of educating cinema-goers, stimulating discussion and shining a light on the issues and solutions of climate and social issues, by carefully curating our film programme and outreach activities.

We are committed to fostering an environment both internally and externally that promotes and respects EDI at work and to treating all of our employees, directors, volunteers, stakeholders, artists and the public equally, regardless of age, civil status, disability, family status, gender including gender identity, religious belief, sexual orientation, race/ethnicity, religious belief, membership of the Traveller community and/or socio-economic background. The Festival is not complacent about its progress to date, and recognises that there is more work to be done to advance our understanding of EDI and improve accessibility in all of its activities. We are working to become a more Equitable, Diverse and Inclusive organisation, and through our international profile and extensive partnerships, we are committed to playing an active role in building a more equitable and accessible society.

**Review Date: 01.04.2024**