

Strategic Equality Action Plan 2024-7

i] An Organisation that is Approachable, Responsive & Respectful

Action	By	Completed
Production of equal opportunities questionnaire, completed anonymously by new and existing members to identify benchmarks	April 24	Completed
Monitoring of new members/data collected on an annual basis; tracking migration and trends in terms of the people we support and represent	April 25	On-going
Monthly members meetings and all requested one to one meetings between Arts Officers and DAC members.	April 24	On-going
Produce booklet for members detailing DAC services and commitments from staff.	June 24	Completed
Customer skills training refresh for all staff.	March 25	On track
Review impact of monitoring and evidence how changes are implemented and or gaps tackled.	April 25	On-going

ii] An Organisation Reflecting Diversity

Action	By	Completed
Initiate and develop relationships with key community organisations from diverse communities across Wales.	Sept 24	In place
Continue contacts/relationships with 2 national arts/APW organisations across Wales working in multi-cultural inclusion.	June 21	AM, Live Music Now, Literature Wales, all CiM partners, Hijix, Hear We Are and more

Secure diverse representation on the board of Trustees.	Mar 25	On-going
Increase diverse community representation within DAC membership and project participation from those with protected characteristics.	April 25	On-going
Ensuring all communities DAC serves has a direct voice in the organisation's decision making.	Feb 25	On-going
Equality in employment – contracts and salaried.	April 24	On-going. Staff salaries given parity 04/2024
Diverse Cymru Cultural Accreditation scheme.	Sept 24	On-going

iii] DAC – A Collaborative and Connecting Organisation

Action	By	Completed
4 Partnerships and similar organisations to produce long term opportunities for disabled/Deaf practitioners.	June 24	Complete & On-going
Provide disability access and equality advice to organisations and projects in Wales and beyond	June 24	Complete & On-going
Develop relationships to increase international opportunities for DAC and disabled artists	March 25	On-going

iv] DAC – A Barrier Free Organisation

Action	By	Completed
Create tools that state communication standards, explains practicalities and offers support to APW clients and the arts sector.	September 24	Completed
Accessible and user-friendly bi-lingual website	June 24	Completed

Help to construct and support a sustained long-term tool to support making the arts in Wales a multi-accessible platform where anybody can attend the theatre, visit exhibitions, or participate in arts activities or access a publication regardless of their access requirements	June 24	Completed
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v] DAC – Promoting Welsh

Action	By	Completed
Welsh and English language options for members with a Welsh first approach to bilingual communication.	June 24	In place
Welsh language only opportunities and events for members	April 25	In progress
Explore fundraising for Welsh language DAC Arts Officer	April 25	In progress
Recruit Welsh speaking staff and trustees	Sept 24	On-going. Three Welsh speaking members of staff and three trustees.