



PEOPLE

PRACTICE

PROGRESS



Strategy 2026–2031

Building Sustainable Collaborative Futures

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Building Sustainable Collaborative Futures

CREATE Strategy 2026–2031

This Strategy was developed through an extensive consultation and co-design process with artists, communities, funders, and other stakeholders, as well as our trustees and the indefatigable staff team in Create, facilitated independently by Dr. Jane Morrow, who we are incredibly indebted to for her care, diligence and good spirit. Create would like to express our deep gratitude to all those who so generously contributed their time, their thinking and their ambition for the future to this process.

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An Roinn Cultúir,
Cumarsáide agus Spóirt
Department of Culture,
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FOREWORD

As we pause to reflect on the rich story of Create from its origins as C.A.F.E. (Creative Activity For Everyone) in the ‘community arts’ movement in Ireland in the 1980s, through our previous 2020–25 strategy, Connect Create Change, to now, we can see that we are currently living in an era of accelerated change — socially, economically, politically and ecologically.

This level of change, quite naturally, brings with it higher levels of uncertainty, challenge and opportunity that demand a lot from us, both personally and in our contributions to wider society. We find ourselves more regularly at a crossroads wondering if the well trodden route will lead to a place we still believe in or if the road less travelled helps us get there by different means. Today, how do we think, feel and see our way forward?

In acknowledging this challenge of foresight, this strategy is both grounded in not knowing and rooted in values that help us navigate our current complexities. The purpose of the strategy is to meet the world as it is identifying key priorities that respond flexibly to the pressing issues facing artists and communities across the island of Ireland.

It positions Create not as saviours, or the source of all the answers, but as an enabler of the conditions for collaborative arts to thrive. A catalyst of meaningful opportunities for artists and communities to explore what it means to be together, imagine together, and create together in the times, places and contexts that they exist; and of the powerful contributions to shaping wider societal change that collaborative arts practice can make.

As former President, Michael D. Higgins said: ‘...Art is intrinsically inter-generational, allowing for connections

and conversations to be forged and renewed in different times and changing circumstances. The arts encourage us to go where the pain of doing things right takes you.’

Create aims to respond to the times in which we live in a way that aligns with the values we have identified for our work. One important aspect of this strategy is the aim to recognise and support the all-island reality of the work we support. The report on the first C.A.F.E. national seminar in 1984 made clear the ambition of cross-border work, and now we are renewing this vision. The goals detailed in the strategy are intended to guide us in building our work across the island of Ireland.

While the challenges facing us all at this point in time are significant, we have identified ‘hopeful’ as one of our core values in this strategy. Create will continue to play an active role in imagining and building what comes next. We are committed to listening, testing and sharing, in a process of collective learning with everyone involved and with our shared field of practice.

Kevin Murphy Chair, Create
Damien McGlynn Director, Create



Clockwise from top left: Zine-making workshop with artist Niamh Flanagan, NEIC Community Arts Programme (October 2025). Photo by Pati Guimarães; Montage from the 1984 C.A.F.E. Seminar Publication; Create Networking Event: Collaborative Futures (November 2025). Photos by Joseph Carr.

OUR WORK

Create is Ireland’s national development agency for collaborative arts, enabling artists and communities to create exceptional art together.

Our mission is to develop, model and advocate for the conditions that enable collaborative arts practice to flourish and for artists and communities to be supported in creating work of depth, meaning and purpose together.

Create Networking Event: Collaborative Futures (November 2025). F2 Centre, Rialto, Dublin. Photo by Joseph Carr.



For our Grand(m)Others, a collaboration between artists Mark Storor and residents of Gilmartin Road, Creative Places Tuam (2023). Photo by James Ryan.

ABOUT CREATE

As a national resource organisation, we offer supports both for artists working in social and community contexts, and the communities with whom they collaborate. These include professional development, mentoring, project development support, commissioning and project opportunities as well as conducting research and leading advocacy for the field. Create also manages the Artist in the Community Scheme on behalf of the Arts Council of Ireland.

Create is mindful of the trust placed in us — as a national resource organisation — by artists, communities, and funders, and we act accordingly to consistently deliver high-quality programmes, unparalleled and steadfast support, and passionate advocacy for collaborative arts.

VISION

Create’s vision is of a society which recognises and values the powerful potential for collaborative arts practice, as a means of bringing artists and communities together to engage with the topics and issues that matter to them.

MISSION

Create’s mission is to model, develop and advocate for the conditions that enable collaborative arts practice to flourish and for artists and communities to be supported in creating work of depth, meaning and purpose together.



Dancer and Artistic Director Oluwatobi Balogun speaking at Eascair: Celebrating the Afro-Irish Community, Dance Ireland (2024). Photo by Pati Guimarães.

FOUNDATIONS

Create's work is rooted in the principles of developmental support for the field of practice. We act as an experienced guide, a strategic advisor, a trusted broker and a respected advocate. Our aim is to cultivate an environment in which collaborative artists and the communities they work with are able to realise their shared creative ambitions.

While Create sometimes delivers projects in certain contexts, this is usually done with the aim of testing and modelling methodologies which can be evaluated and disseminated to a wider cross-sectoral audience for longer-term benefit. Our purpose is to create conditions that support this wider field of practice, rather than to simply grow our own organisation and its activities.

Our organisation primarily works in three ways. Firstly, where we test, develop and share models of practice through our projects and initiatives. Secondly, where we support, advise and fund work in the field carried out by others. And lastly, where we document, research and evaluate the practice to inform advocacy on future policy and funding structures.

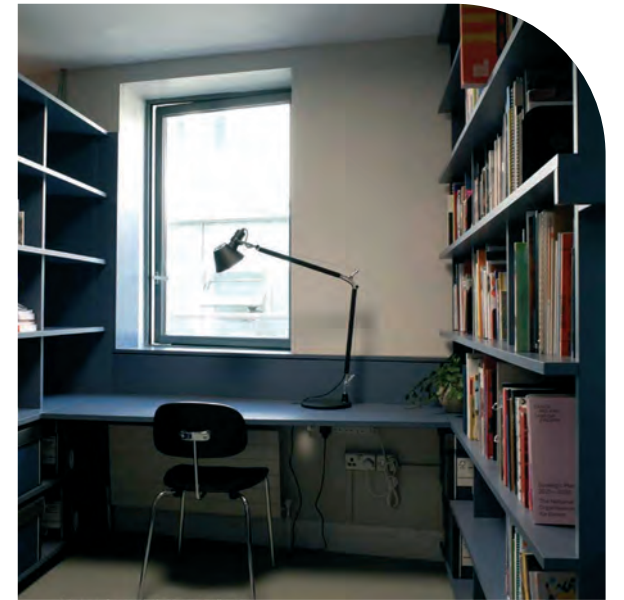
We seek to have an influence in two key directions: towards the practitioners and organisations who make up the field of practice, both nationally and internationally,

and towards the funders, policymakers and commissioners who wish to play a vital role in supporting collaborative arts practice.

We recognise the importance of supporting communities to engage with this work as equals, and not simply as audience members or participants in a project created by an artist or organisation. While much of our professional development support is targeted at collaborative artists, we must also ensure that we are generating greater understanding and recognition among communities as to the potential of collaborative arts.

This strategy sets out some particular goals which highlight areas of strategic focus and concerted effort in the coming years. These goals do not cover everything we do as an organisation, and it is important to acknowledge that much of our core work will continue and will naturally evolve alongside these strategic goals.

“Create's work is rooted in the principles of developmental support in the field of practice.”



Study space in the Create Reading Room (2025). Photo by Vance Lau.

WIDER CONTEXT

Create operates within a wider field of participatory arts practices that includes voluntary and community-led cultural activities, education and outreach activities. This includes other initiatives with a more pre-determined and structured approach based on artists delivering to or for participants.

We recognise that there are often overlaps between collaborative arts and these other practices and each are valid and meaningful in their own way. We also understand that the language and definitions of these practices are fluid and ever-evolving.

Create itself was born out of the 'community arts' movement in Ireland in the early 1980s, as a network of practitioners founded C.A.F.E. (Creative Activity For Everyone) to enable peer connections and learning, as well as advocate for greater recognition and funding for this area.

How do we define Collaborative Arts practice?

Over the years, C.A.F.E. evolved into Create, which has clearly established itself as Ireland's national development agency for collaborative arts. This shift in definition has helped to embed greater understanding of the practice

within the arts sector, with key funders and in relevant policy and strategy documents. We understand, though, that this terminology is not universally understood. The term collaboration means different things to different people, as do terms like participation.

Across Ireland and internationally, people may refer to similar work as socially engaged arts, social practice, community arts, co-creation, and participatory art among many other terms. We acknowledge that sometimes it is helpful for us to be flexible in our terminology in order to build alliances and understanding, especially with policymakers and international partners.

Through our work, Create has come to an understanding that collaborative arts practice involves artists and communities working closely together, often over extended periods of time, to make art. It harnesses the experiences and skills of each person taking part to give meaning and creative expression to what's important in their lives. By facilitating wider participation, collaborative art expands and diversifies public engagement with the arts, enriching its contribution to society.



Create publications in the Create Reading Room (2026). Photo by Mary Callaghan.

What are its key features or characteristics?

When we talk about collaboration, we mean the relationship between one or more professional artists and a ‘community’ made up of non-professional artists as they work together to create art in a way that recognises and values the unique skills and experience that each person brings. Create puts a strong emphasis on collaboration, as we see this as a crucial component of the kind of socially engaged arts practice we believe has evolved to a high level in Ireland.

We believe that a clear understanding of power dynamics is important in this process and that all parties should have an equal opportunity to shape the strategic and creative decisions made through the lifetime of a project, including initial development and proposals and the ownership and control of any artwork or other outputs created together.

The nature of this collaborative work usually means that the end results are not clearly determined at the outset. There is a necessary fluidity to this practice, which allows for the collaborative relationship to shape and shift the future direction of the creative work. From this perspective, what is most important is a clear understanding of the methodology and process that guides the work, rather than pre-determined timelines with set outputs.

The wider infrastructure

Create acts as an independent national resource organisation which is regularly funded by the Arts Council. The Artist in the Community Scheme is an Arts Council funding scheme which is managed by Create. Other Arts Council funding schemes, including bursaries and project awards, support collaborative arts practice across Ireland. Usually, these are funded through the Participatory Arts department, but collaborative and socially engaged methodologies may be employed in work funded through other artforms, for example film, dance, literature or visual arts.

The Arts Council/An Chomhairle Ealaíon and the Arts Council of Northern Ireland are the primary national funders of the arts across the island of Ireland. Create will play an active role in contributing to the development and implementation of their strategies and policies for the benefit of collaborative arts practice.

Alongside the Arts Councils, local authorities play an integral role in funding collaborative arts practice and shaping policy across the country. Creative Ireland, described as an “all-of-government culture and wellbeing programme” has also become a significant funder of collaborative arts practice in recent years, while other

“Art allows us to reflect on different lived experiences, past and present, bearing witness, bringing healing, and calling to action. Art is intrinsically inter-generational, allowing for connections and conversations to be forged and renewed in different times and changing circumstances. The arts encourage us to go where the pain of doing things right takes you.”

Michael D. Higgins, President of Ireland (2011–2025)



Create Networking Event: Collaborative Futures (November 2025). F2 Centre, Rialto, Dublin. Photo by Joseph Carr.

government departments and state bodies engage with this work in distinct ways through their programmes and policies. In recent years, we have seen the growth of ‘creative placemaking’ initiatives and collaborative artists are increasingly finding that this is a space where they can operate in longer-term, relational and developmental ways.

On an international level, Create is recognised as a leading voice in the field of collaborative and socially engaged arts. While it is true that a comparable national organisation is not present in many peer countries, Create has built relationships with like-minded organisations across the world for many years. Through dialogue, exchange, study visits, partnership projects and EU programmes such as Creative Europe and PEACEPLUS, Create has developed meaningful connections that help to bring the best of international practice to Ireland and showcase the high quality of work here to a global audience of peers. The recent establishment of the Alliance for Socially Engaged Arts, and Create’s participation in its inaugural Fellowship programme, points to increased interest across Europe and the great potential for joined up efforts on advocacy, policy and funding across borders.

OUR VALUES

RESPONSIVE

We are responsive to the sector's needs, listening to artists and the wider field, adapting to challenges.

PRINCIPLED

We uphold transparent, fair and rigorous processes.

INCLUSIVE

We embed access, diversity and equity in all our work.

PEOPLE-CENTRED

We prioritise people and lived experience, treating everyone with dignity and warmth in a sometimes isolating and increasingly digital world. We aim to model the principles of collaborative arts in our dealings with people.

HOPEFUL

We act with optimism, and a core belief in people working together to create positive change.

Background image: Figures of Eight Performance, an AIC-Scheme funded project by Fatima Groups United and Veronica Dyas, produced by Project Potential, Project Arts Centre. Photo by Jacek Snochowski.

OUR GOALS

GOAL 1

Support collaborative artists to thrive at all stages of their careers

GOAL 2

Connect collaborative arts on local, regional, national and international levels

GOAL 3

Communicate and advocate more strongly for collaborative arts

GOAL 4

Model sustainability in working with people, practices and places

Background image: Court for Intergenerational Climate Crimes by Radha D'Souza and Jonas Staal, Irish Museum of Modern Art (September 2025). Photo by Evanna Devine

GOAL ONE

Support collaborative artists to thrive at all stages of their careers

Why is this a strategic priority?

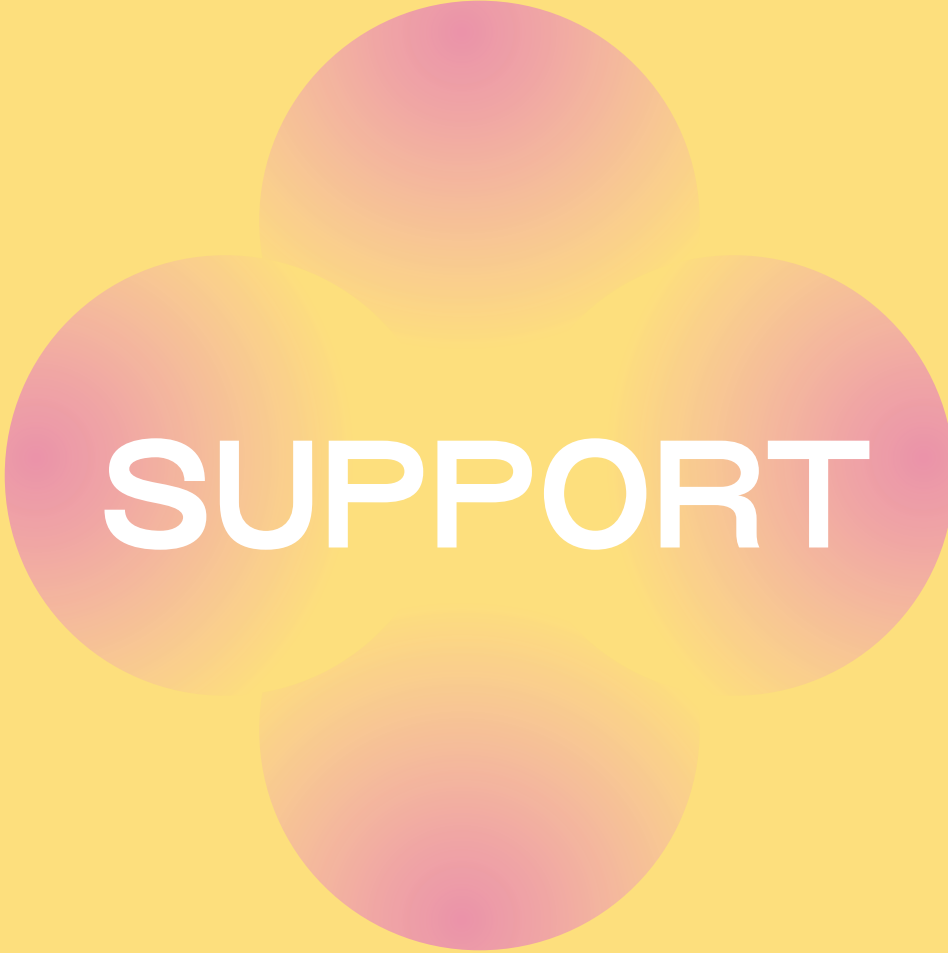
Create aims to support a resilient field of practice that allows collaborative artists to pursue viable, long-term careers

What actions do we need to take to progress the goal?

- Provide a range of training, peer learning and professional development activities suitable for all career stages
- Provide innovative and compelling opportunities across a theoretical and practical spectrum for artists through the Artist in the Community Scheme and other partnerships and initiatives
- Address the skills and resourcing gaps in enabling ambitious works of scale to be undertaken by collaborative artists in Ireland
- Continue to provide relevant, tailored and impactful support services, advice and consultancy that alleviates barriers for collaborative artists
- Re-establish a membership network across the island and review our membership package to include, for example, access to workspace, resources and opportunities

Measures of this goal being achieved

- A documented rise in artists identifying as 'mid-career' and 'established' taking part in training programmes, with an aim to have greater balance across career stages within the next 3–5 years
- A measurable year-on-year success in meeting the aims outlined in our Equality, Diversity and Inclusion policies
- Growth in the number of significant opportunities offered for artists outside of the Artist in the Community Scheme
- Increased value of the Artist in the Community Scheme Project Realisation Awards
- Initiatives in place to develop the skills, capacity, and opportunities for producers working in collaborative arts



SUPPORT



Points of Encounter, an AIC-Scheme funded project between Silvina Sisterna and the Nepantla Collective (2023–24). Photo by Silvina Sisterna.

The difference this will make

- Contribute to an environment in which collaborative artists can sustain viable careers
- Better resourcing and appreciation for collaborative arts practice, with greater understanding of the need for work of both scale and depth
- Maintain a programme of lifelong learning that is adaptive to current priorities or emergent societal challenges
- Enable collaborative artists to feel closer to Create and to one another, in building a network with a range of benefits

How we live our values

RESPONSIVE

Actively listening to the needs, concerns and ambitions of collaborative artists at all career stages and adapting our offer to meet them

HOPEFUL

Facilitating ambitious opportunities for artists and communities to collaborate on work of scale and depth

PEOPLE-CENTRED

Ensuring that people, both artists and communities, are respected and supported throughout our work, and offering a blend of both physical and digital engagement

PRINCIPLED

All relevant opportunities are publicly advertised, fairly allocated and transparently communicated

INCLUSIVE

Continue to lead the way in providing accessible routes to funding, support and recognition for a diverse range of collaborative artists

“Artists and other creative workers need to be properly supported to allow them to continue to operate in the cultural sector on a self-sustaining basis. This goes beyond financial support to include other supports which recognise the particular challenges which face creative workers who often operate in a precarious environment.”

Culture 2025, A National Cultural Policy Framework (2021)

Building Sustainable Partnerships in Collaborative Art, North East Inner City Community Arts programme (October 2025). Photo by Pati Guimarães.



GOAL TWO

Connect collaborative arts on local, regional, national and international levels

Why is this a strategic priority?

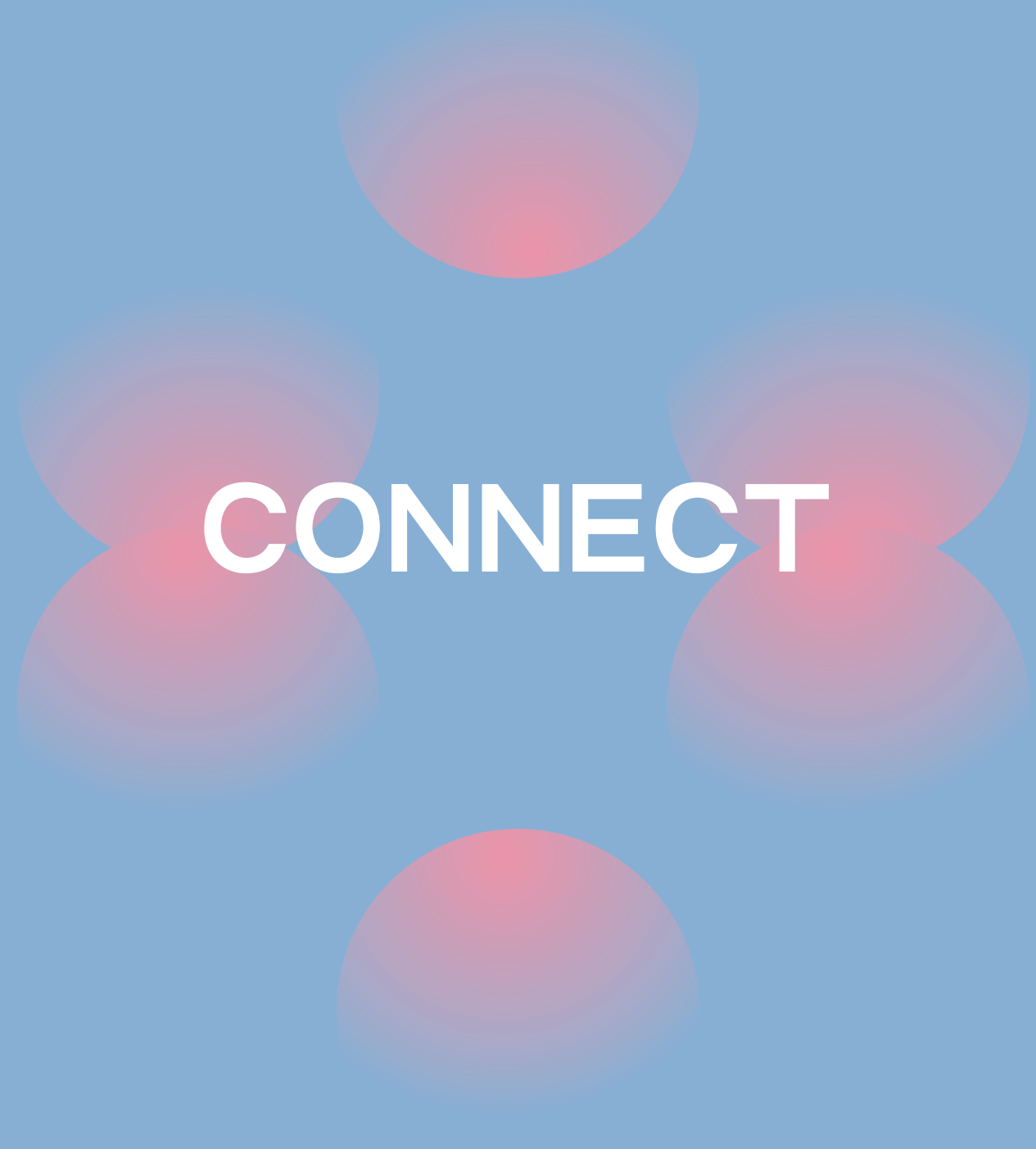
Create aims to use its position as a national resource organisation to connect the field locally and celebrate high quality collaborative arts practice on the national and international stage, while also connecting practitioners with the best expertise from around the world.

What actions do we need to take to progress the goal?

- Connect artists with local and regional peers through events and activities
- Establish ways of connecting collaborative artists with other artists, with funders, and with communities, by developing introductory-focused services and resources
- Engage in more cross-border and Northern Ireland-specific work to connect the field of practice on an all-island basis
- Build new partnerships and initiatives with peer organisations, researchers, and practitioners across Europe and beyond
- Support collaborative artists based in Ireland to develop their practice internationally

Measures of this goal being achieved

- Increased opportunities for collaborative artists to connect formally and informally with their peers and relevant partners or funders
- Activation of new cross-border, all-island or Ireland-Britain initiatives
- Increased number of new partnership projects, exchange visits and discussions established with peers internationally
- Tracked number of collaborative artists who engage in international work through Create's relationships



CONNECT



Dancer Alessandra Azeviche performing at Eascair: Celebrating the Afro-Irish Community, Dance Ireland (April 2024). Photo by Pati Guimarães.

“...public policy, planning and provision in the field of culture have an important role to play in building and maintaining strong connections on this island, north and south, and between Britain and Ireland.”

Culture 2025 A National Cultural Policy Framework (2021)

The difference this will make

- Collaborative artists across the island of Ireland are less isolated and more connected to peers in their locality as well as at a national/all-island level, leading to new connections to meaningful opportunities
- High quality collaborative arts practice from the island of Ireland is recognised on an international level
- Collaborative artists across the island of Ireland are more easily able to access opportunities and connections through peers and international organisations
- Contribute to more effective strategic planning and joined-up investment across borders
- Strengthened understanding of shared interests amongst practitioners and communities, whilst celebrating diverse identities, experiences and perspectives
- Greater advocacy around creating parity (e.g. in artists’ pay and funding) across the island of Ireland and the UK

How we live our values

- RESPONSIVE**
Providing multiple avenues for connection between collaborative artists and those they seek to work with, observing what works and adapting to any emerging shifts
- HOPEFUL**
Presenting the work of collaborative artists across the island of Ireland as a shining light in the international field of practice
- PEOPLE-CENTRED**
Recognising that collaborative arts practice can be lonely and emotionally draining work for artists, we seek to build structures for peer connections and supports for practitioners’ wellbeing
- PRINCIPLED**
Clearly articulating the principles and methodologies that are held in high regard across the island of Ireland while engaging in two-way dialogue and learning with international peers
- INCLUSIVE**
Ensuring that the work we do continues to prioritise equity while working across geographies, cultures, and borders

GOAL THREE

Communicate and
advocate more strongly
for collaborative arts

Why is this a strategic priority?

Create aims to provide a strong voice for the field of collaborative arts, communicating the value and ethos of the work and advocating for more suitable and sustainable resourcing for the practice.

What actions do we need to take
to progress the goal?

- Publicly represent the breadth and diversity of the field of practice
- Lead on specific advocacy campaigns for significant changes in policy, funding or legislation that will improve the conditions in which the practice takes place
- Engage inter-agency and cross-portfolio bodies to ensure that collaborative arts is embedded laterally across public policy
- Ensure that we are equipped with the evidence — both qualitative and quantitative — to articulate the impact of the work on our terms and where it matters
- Produce accessible and compelling material that helps diverse audiences and stakeholders to understand the nuances of collaborative arts practice

Measures of this goal being achieved

- Public-facing platform to showcase the field of collaborative artists
- Policy brief is published with specific high-level recommendations
- Number of new research or evaluation papers and publications contributed to by Create
- Number of media produced providing critical analysis, case studies, or celebration of specific projects or thematic
- Robust case studies and toolkits in place which highlight the need for sustainable resourcing of the field and provide solutions and next steps

ADVOCATE



Alliance for Socially Engaged Arts Fellowship residential meeting held in Turin, Italy (November 2025) Photo by Andrea Guermani.

The difference this will make

- Collaborative arts practitioners are more visible and more widely recognised by peers, funders and commissioners
- Those seeking to identify suitable artists for collaborative work can do so in a more fair, open and transparent way
- Create is better equipped to lead focused advocacy campaigns on behalf of the field of collaborative arts
- The value and values of collaborative arts are communicated more clearly and accessibly so that the work is better understood and supported
- Case studies and toolkits are used by the sector, funders and commissioners to support and evidence their cases for greater support for the practice
- Longer-term and more appropriate resourcing (both financial and human) and supports for collaborative arts projects are provided

How we live our values

RESPONSIVE

Create are adaptive to shifts in the media landscape and seek to focus our efforts where the greatest value can be found in dissemination and advocacy

HOPEFUL

Represent the powerful work of collaborative arts with pride and push for the development of a more conducive environment for meaningful, high quality work to take place

PEOPLE-CENTRED

Focusing on platforming the work of the individuals working in the field of collaborative arts, and communicating the real social and personal outcomes of the work across society, rather than reducing to incompatible metrics alone

PRINCIPLED

Speaking clearly about the specific principles of collaborative arts practice in our advocacy and defending these as core elements of the work

INCLUSIVE

Ensuring that barriers to opportunities and visibility are addressed, and giving voice to those impacted by the inequalities that persist

“meaningful support for socially engaged arts thrives when funders embrace risk, prioritise experimentation, and value process as much as outcomes. Organisations working in this way may not follow conventional models of impact or growth. Yet their ability to convene diverse actors, maintain long-term relationships, and sustain work rooted in care is vital to the wider ecosystem.”

Alliance for Socially Engaged Arts (2025) *Annual Report*, p. 21 Resourcing changemakers for lasting impact

Viviana Checchia, Joon-Lynn Goh and Dr Sophie Hope at Create Networking Event: Collaborative Futures (November 2025). Photo by Joseph Carr.



GOAL FOUR

Model sustainability in working with people, practices and places

Why is this a strategic priority?

Create aims to be an exemplar in good practice within the arts sector, leading the way on inclusive programming and internal processes that are mindful of individual wellbeing, socio-political ethics, and planetary boundaries.

What actions do we need to take to progress the goal?

- Continue to model high standards across all of Create's programmes and operations and through action research and dissemination, gathering evidence of Create's influence and impact on the wider field of practice
- Acknowledge Create's leadership role whilst taking a 'whole field' view which responds flexibly to emerging needs or challenges within collaborative arts
- Publish new Environmental, Social, and Governance (ESG) policy which shares our values and stances on matters of ethical importance that impact collaborative arts and our operations
- Take forward and evolve action plans on Equality Diversity and Inclusion (EDI) and Climate Action

- Model long-term collaborative practice, particularly in place-based work and establish Create's role in developing new place-based and site-specific models
- Manage expectations around the capacity of the field to resolve complex and widespread socio-political issues, affirming anti-instrumentalist, pro-social or post-capitalist approaches to working with collaborative artists or in collaborative arts practice
- Underpin values around wellbeing and sustainability internally, including the trial of a four-day working week for Create staff

Measures of this goal being achieved

- ESG policy published and commitments actioned
- Annual action plans published and progress reported
- Documented learning and recommendations from longer-term and place-based programmes to be published to inform advocacy work
- Four-day working week trial to take place within lifespan of this strategy, with published report on impact and recommendations to take forward



SUSTAIN



Tatiana dos Santos and Johnathan Batista performing Dancing With Strangers. From Palestine To Ireland.
Photo by Cian Copeland for Culture Night Dublin 2024.

“The cultural sector’s greatest power lies in its ability to reimagine — not just artworks, but economies, relationships, and futures. The contribution of culture to sustainable development is both complementary and cross-cutting the social, economic and environmental pillars of sustainability.”

Culture Action (2025) Stay awhile: how culture is reimagining its role in sustainability

The difference this will make

- Create will use its position to model and influence working practices in the wider sector, helping to engender more ethical and sustainable approaches that respect people, planet and social justice in a challenging political climate
- Engaging in public dialogue about the ethics and values underpinning the recent rise in place-based work with communities, so that this can evolve in a way that is genuinely developmental and leads to more empowered cultural communities

How we live our values

RESPONSIVE

Reflecting on the rapidly evolving spaces in which best practice in equity and sustainability are developed, and taking an iterative, agile approach to learning and pushing ourselves to do better

HOPEFUL

Setting high standards and aiming to model the kind of future we wish to see, building with and for those who are marginalised, demonstrating what is possible and sharing our experience with others

PEOPLE-CENTRED

Recognising that people are at the heart of our work — as staff, artists, communities and partners — and finding ways to work together that are respectful, sustainable and considerate of personal needs and boundaries, resulting in everyone that we work with feeling empowered

PRINCIPLED

Standing up for the values of the organisation in our working processes, partnerships and in how commissioned artists are supported, and making clear statements on who we will or will not work with, accept funding from or contract for goods and services

INCLUSIVE

Demonstrating an understanding that everyone’s needs are different, and each person thrives in their own unique circumstance, and empowering them to articulate those needs

Appendices

A range of policies, guides and action plans can be found on the Create website [**Governance page**](#).

These include:

- **Climate Action Policy and Action Plan**
- **Equality, Diversity & Inclusion Policy and Action Plan**
(Accessible version available)
- **Safer Spaces Agreement**
- **Protection and Welfare Policy Statement**
- **Artists' Pay Policy**

We also host a number of toolkits, publications and additional resources on the [**Resources section**](#) of our website.

These include:

- **Field Notes Publications**
- **Mentorship Toolkit**
- **Values Framework**



Resistance is a Visual Language — workshop with Josh MacPhee. Create Reading Room (May 2025). Photo by Vance Lau.

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- ***Cultural Diversity and the Arts*** Policy
- ***Arts & Disability*** Policy
- ***Place, Space & People***: a policy framework for socio-spatial equity in the arts
- ***Paying The Artist Policy*** and ***Fair Pay, Fair Practice toolkit***

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Accessibility

This document has been produced with accessibility in mind.

The PDF is fully tagged with a structured heading hierarchy, image descriptions, and correct reading order to support screen readers and assistive technology.

Additional formats are available:

- A high contrast version (available on request).
- An audio version **[available here](#)**
- An accessible Word version, suitable for screen readers and personal formatting adjustments, is available to **[download here](#)**.

If you require any other format, please contact **info@create-ireland.ie**



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