



Creative Writing for All
Gender, Equality, Diversity and Inclusion Action Plan
2026-2028

At Fighting Words, we believe that creativity thrives in inclusive, equitable spaces where everyone feels valued and heard.

This GEDI Action Plan for 2026–2028 sets out our commitment to embedding GEDI principles across all aspects of our programmes and practices in the line with our policy.

Our key objectives include increasing access and participation among underrepresented communities, ensuring our storytelling environments are welcoming and respectful for all and building organisational awareness and capacity around GEDI principles.

Through these actions, we aim to create a culture where everyone can share their voice and be part of the creative process. We call this “the write to right.”

1. School workshop provision

Increase our work with DEIS schools and the focus on educational disadvantage.

- Fifty percent of our creative writing programme with schools will be with DEIS schools. The focus will be on maintaining longer term partnerships with the DEIS schools we developed links with during the 2023-2025 Tales to Scale project.
- Implement the Tales to Scale extension project plan, with a specific focus on rural disadvantage, and delivering creative education projects with children in rural DEIS schools.
- Further expand the provision of after school creative writing clubs in areas where we work with multiple DEIS schools, aiming to have additional clubs in Limerick, Cork, Dublin West, Dublin South, Dublin north west by the end of 2027.

- Provide early years creative play workshops in Dublin 1 with children from local Tusla funded creches.

2. Outreach programming

Increase our work with groups from underrepresented communities in our outreach programme for adults as well as our afterschool and summer programmes.

Creative writing with adult groups

- Continue and expand the adult programme at the Fighting Words Behan Square centre with groups such as the Foundations Project, Pathways, INOU, Daughters of Charity, Mountjoy/Dochas Prison and other prisons, etc
- Build on the links developed from the Next Chapter work in 2025, continuing the creative writing projects with adults who have experienced addiction, homelessness, violence including ITM, RADE, NICDDATF, Saol, Coolmine, Merchants Quay, etc
- Maintain and develop our work with support groups for women experiencing violence and discrimination including with Barnados, Informed Consent/DRCC

People with disabilities, and additional learning needs

- In 2026/2027, there will be a specific focus on increasing the number of special schools with work with and maintaining existing strong links with Central Remedial Clinic and John of Gods
- Expand the creative writing work we are doing with mental health service users, including with Willow Park, CAMHS, Tallaght Hospital APU, etc
- Continue our collaborations with AsIAm, Gheel Autism Services and Neuroconvergence, aiming to further strengthen our creative programme with neurodivergent young people.

3. Communications

- Ensure that the Fighting Words website includes the full range of access tools so that all audiences can access information and creative work on www.fightingwords.ie.
- Ensure that our communications reflect the full range of communities whom we serve.

4. Staff and volunteer development and workplace culture and training

We will continue and expand training and support for staff on GEDI.

- Conduct a review of staff terms and conditions and volunteer policy with a view to embedding GEDI practices of equity, inclusion and ongoing support at each stage of the employee and volunteer journey including but not limited to recruitment, onboarding, performance management and exit interviews.
- Dedicate two Community of Practice sessions in 2026 - 2028 to GEDI training and discussion among all staff and board members.
- To conduct one survey among staff and volunteers a year in relation to their level of trust and sense of belonging in the organisation and this will feed into our GEDI policy.
- Develop strategies to attract and retain volunteers from underrepresented communities.
- Review and strengthen the training for volunteers related to GEDI.
- To actively seek representation of new communities on the Creative Cohort of artists with specialist skills and to provide opportunities for buddying where applicable.
- Ensure GEDI is on the agenda for at least one meeting with regional centre coordinators annually.

5. Increasing visibility of different cultural backgrounds and experiences

Engagement with young people from marginalised groups through youth outreach

- Increase from three to at least five the number of Traveller youth groups we work with annually.
- Continue and expand the successful partnership with Foroige, Youthreach, YAP, Youth Services Ireland, Oberstown, iScoil and other youth/community groups, aiming to run at least twenty projects with young people from minority and marginalised groups annually.
- Implement an all-Ireland playwriting project aimed at shared outcomes across the religious and cultural traditions on the island of Ireland.
- Maintain the projects specifically designed for LGBTQIA+ young people including the summer camp and write club run specifically for LGBTQIA+ teenagers.

- Continue to build links with new community groups, refugees, asylum seekers and migrants through, through the Irish Refugee Council, Immigrant Council of Ireland and others.