



SAFE TO CREATE

**A DIGNITY AT WORK PROGRAMME FOR THE
IRISH ARTS & CREATIVE SECTORS**

SAFE TO CREATE DEVELOPMENTS: AN OVERVIEW

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SAFE TO CREATE PROJECT ADVISOR

WFT.I WEBINAR

STORY SO FAR

- In 2017, following global revelations of abuses of power the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media funded ITI, to establish SPEAK UP which consisted of sectoral meetings, training programmes and a code of behaviour
- Initially focused in the theatre sector, campaign groups such as Fair Plé, Mise Fosta and Safe Arts of Ireland (SAOI) led to the programme expanding across disciplines and the sector
- In 2021, Irish Theatre Institute led the first dedicated study analysing the Dignity at Work experiences of those working in the Irish arts sector and published **SPEAK UP: A CALL FOR CHANGE**

Download the report by scanning this QR code
or visiting www.safetocreate.ie



FINDINGS WERE STARK

- 53% of survey respondents witnessed a Dignity at Work issue (**Bystander**)
- 51% experienced **bullying**
- 43% **humiliation**
- 23% **harassment**
- 21% **sexual harassment**
- Majority of responses suggested experiences were either **occasional** or **repeated**
- 36% **didn't feel comfortable** asking for support
- 35% **weren't aware of any supports** to deal with the issue

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SAFE TO CREATE: TOOLS AND SUPPORTS

- A resource-rich **website** www.safetocreate.ie (e.g. trust statement, toolkits, templates, example policies)
- **Counselling** for victims and access to legal advice (Minding Creative Minds)
- **Training** programmes developed specifically for the sector (Active Bystander, Bullying and Harassment, Unconscious Bias - all available online and free)
- **A Code of Behaviour** (supported by a workshop roadshow), signatories displayed on the website
- A '**Report + Support**' system which will inform the development and delivery of supports
- A further **research** programme / study to examine the prevalence and impact of harmful behaviours





MINDING CREATIVE MINDS IS HERE FOR YOU.

Offering a 24/7 free wellbeing & support programme for the Irish Arts & Creative Sector, home and abroad, you can access confidential counselling, a dedicated service for survivors of abuse / trauma and legal advice. If you have any worries or questions, Minding Creative Minds can help.

ROI: 1800 814 244

NI/UK: 0800 0903677

International: +353 1 518 0277



[Support](#)

[Report](#)

[Exit](#)

Report + Support

AN ONLINE ANONYMOUS REPORTING TOOL FOR ARTS AND
CREATIVE SECTOR WORKERS

You can tell us what happened through this website

Tell us anonymously

WHAT'S NEXT?

- **In person Active Bystander Training – Prof. Louise Crowley & Olwen Dawe**

11th October – CORK
19th October – KILKENNY
26th October – GALWAY
9th & 10th November – DUBLIN
16th November – SLIGO

- **Dealing with Disclosures with DRCC**

14th September – CORK
14th November – DUBLIN

- **Intimacy Co-ordination – Ita O'Brien**

11th and 12th March – Dublin

- **A further survey / study** to examine the prevalence and impact of harmful behaviours and the impact of the SAFE TO CREATE programme. Led by Dr Ciara L. Murphy, the next phase is focused on an examination of the intersectionality of ethnicity, disability, sexuality and their influences of harm within and across Ireland's arts sector.

- We will also analyse, review and publish a report on the activity of **Report + Support**.



VISIT

safetocreate.ie

**FOR INFORMATION,
RESOURCES & TRAINING**