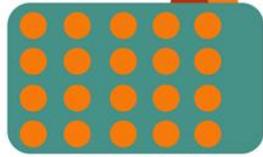


# MAKING MUSIC IS THE KEY



## **What is *Inclusion*? Making Music is the key!**

We hope this document will always be a work-in-progress and not a final document. This is so it can be changed, and added to, as we bring new and diverse experiences to our understanding of inclusion.

This is not to say that the document is “wishy washy”, or unclear. The core values of; equality, the need for social change and a shared understanding are bold and resolute throughout.

It does not seek to defend or define ‘inclusion’, instead it is unapologetic in a call for radical and bold action to end the justification of excluding practice.

Thanks to everyone who is contributing to this journey.

**John Kelly, Musician & DM Associate Musician**

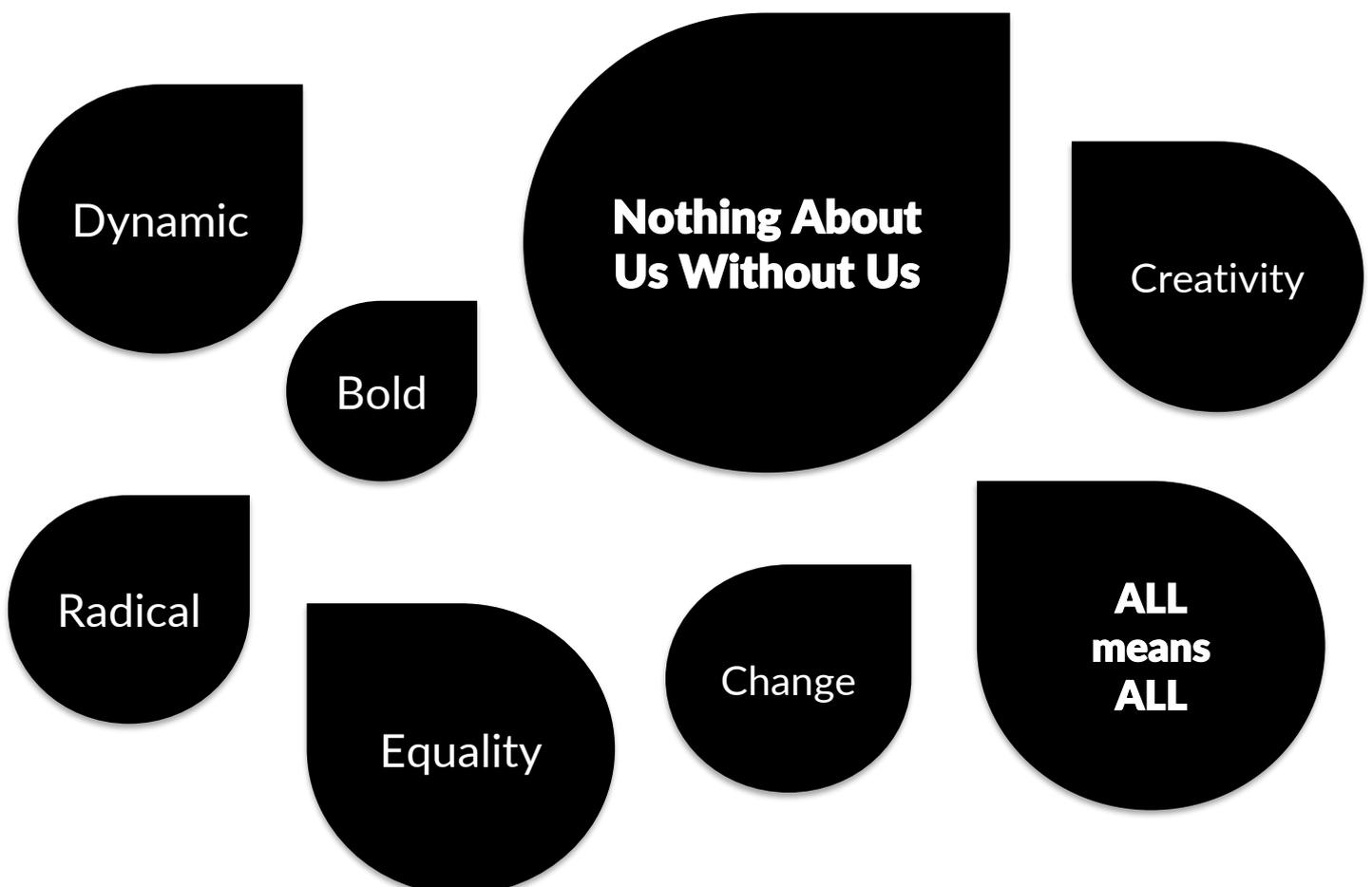


## Purpose:

This paper began life as an internal Drake Music space. Its purpose is to be a working, living document to pull together our current knowledge, experience, understanding and practice of inclusion, particularly in the context of music education and Drake Music's practice.

## It is:

*Starting points...bullet points.....messy words....concepts.....messy thoughts.....gems of clarity.....pictures.....poems....a journey expressing important values and beliefs.....mistakes are fine when we learn from them.....music.....searching for change & opportunity....anything that is missing that it is felt needs to be said....non prescriptive.....missing voices.....listening.....really listening....action.....always trying to be free from jargon (jargon is power).*



## The aims of this document:

- To explore key thoughts around inclusion.
- To create a shared understanding of what inclusion means in the things we do.
- To build shared experiences and understanding that will help inclusion to grow and be a reality in everything we do, so we *all* own it.
- To create change.

## Context:

Drake Music has been music-making with Disabled & non-disabled people for a long time. We believe everyone has the right to make music and that music technology can be a great tool in music-making.

Since 2015 Drake Music has been on a journey about how we work and what changes still need to happen so that everyone can make music, as equals, for fun and enjoyment, learning and a career.



# The changes we want mean being bold and radical to challenge things that haven't changed, like:

- Understanding a different way of viewing disability - The Social Model.
- Addressing representation and leadership so more disabled people are in positions of power and control.
- Understanding that inclusion is about pace, space and having real choices and control. For example, things being led and designed by Disabled people, and not assuming Disabled people will just “fit in” to things that have been created without involving them.
- Valuing access as an automatic, important way of doing things.
- Viewing access as everybody's responsibility.
- Celebrating our unique talents in music-making by immersing everything we do in this way of thinking and doing.
- Considering power, listening to different and under-represented perspectives.
- Being valued so we all have the equal opportunity to flourish and reach our potential, both individually and collectively.
- Knowing that all these things need to lead to inclusion in action.

# What is Inclusion?

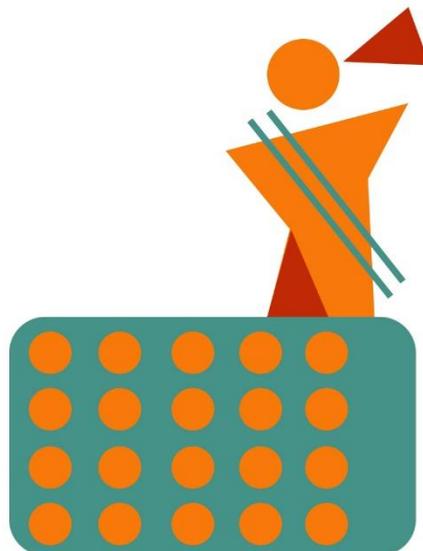
## **4 PRINCIPLES:**

**\* Belonging**

**\* Understanding**

**\* Participating/ Contributing**

**\* Value and Achieving**



# What is Inclusion? 4 Principles



## 1. Belonging:

- Is a feeling of being comfortable.
- It feels right to be here.
- That others have actively thought and welcomed you.
- You can be yourself.
- Creativity.

## 2. Understanding:

- Is verbal and non-verbal dialogue/conversation/experiences.
- Signs that your needs and aspirations are taken seriously.
- You can say what you need to.
- And you will be asked how you want things rather than it be assumed.
- That our differences, our cultures, are important to how we can belong and be ourselves.
- Listening and learning from each other.
- Unpacking what diversity and equality means in practice: Learning. Practicing. That we all need to be active in ensuring equality, participation and inclusion.
- The importance of creativity to get out of the box.



# What is Inclusion? 4 Principles



## 3. Participating/Contributing:

- Is about active choices and control.
- Is about pace and space.
- We will choose how and what we want to do to be a part of music-making/decision making.
- We have the space to find our way to participate/contribute.
- We have control over pace so our needs are met and so we can contribute well, succeed and achieve things together as equals.
- Authentic.
- Having fun and enjoyment.
- Real.
- Doing things that celebrate and reflect our culture and passions.
- Creativity.

## 4. Value and Achieving:

- A recognition of what we have achieved.
- Personal acknowledgement, growth, confidence, esteem.
- The difference and change that has happened.
- Our experience, contribution and learning.
- Reward from acknowledging how we feel and what that does to us, right through to formal recognition and value.



# All means ALL!

Inclusion is about change, equality, access and action. It is resolute and strong, but how it is realised depends on the people involved and the context and resources given to make it a reality. Nothing about us without us.

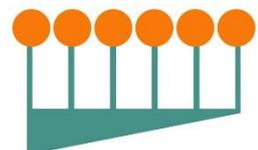
Inclusion is an emotional connection too, like being in a band; I feel I belong, I feel valued, I feel happy, I feel I've done good, I feel I need to learn more, I feel success...

Everybody's journey is different. Working together, it is important to build shared understanding to address inequality.

We found it important to reflect on what we do much more through the prism of:

- Our Values, Beliefs and Attitudes
- Access and Equality
- The Social Model of Disability
- Representation and Leadership
- Our working practices and cultures
- Creativity
- A power shift
- Collaboration (working together)
- Social Justice
- Bringing about change

From this reflection and learning then comes new planning and implementing things to bring about real change.



## What's next?



- What's missing?
- How can you change/input so this is useful to you?
- What change will this make?
- What will that change look like?
- What other questions need to be asked?
- Who else needs to be heard?

This document needs to be seen, felt, experienced, ripped up and re-created, whilst holding onto the principles that it is about:

# Change, Equality, Rights, Creativity, Access and Action.

## MUSIC IS THE KEY

