

JOURNEY TO AN INCLUSIVE HUB

1 GET CLEAR ON YOUR WHY



- WILL THIS:**
- improve outcomes for young people?
 - attract more young people, funders, schools?
 - help recruit and retain tutors?
 - improve relationships with local authority departments?
 - increase income?

2 DEFINE IT

HEARD:

HOLISTIC - the personal, social and emotional benefits of music drive our vision and mission.

EQUITABLE - people facing the biggest barriers receive the most support.



AUTHENTIC - the work is designed in collaboration with the people it's for.

REPRESENTATIVE - the people we work with reflect our diverse society.

DIVERSE - all musical genres, styles and practices are valued equally.

HEARD graphic by Youth Music as part of the Alliance for a Musically Inclusive England

3 ASSESS WHERE YOU ARE



USE THE EDI TOOL to self-assess & score on:

- Embedding Equality, Diversity & Inclusion
- Policies
- Programming

Is this informed by stakeholder/youth voice?

HOW?

- ask team members to use the tool
- gather data and analyse

4 CREATE YOUR PLAN



A: EMBEDDING EDI

- Make EDI a strategic priority
- Improve awareness, knowledge, skills
- Promote EDI culture

B: UPDATING POLICIES AND PROCEDURES

- Recruitment
- Employment
- Quality & reporting
- Work environments
- Communications

C: PROGRAMMING

- Remove barriers
- EDI & Youth Voice informs activity
- Action to reach under-represented
- EDI drives quality assurance

D: AGREE PRIORITIES