# JOURNEY TO AN INCLUSIVE HUB





#### **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:** 

OLISTIC - 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

ASSESS WHERE YOU ARE



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

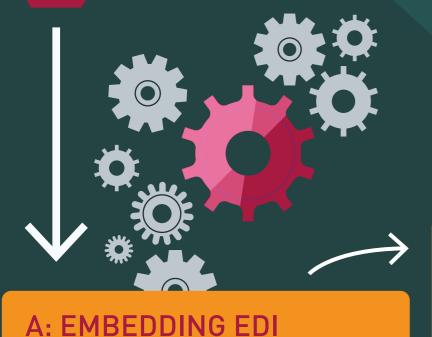
- Embedding Equality, Diversity & Inclusion
- Policies
- Programming

Is this informed by stakeholder/youth voice?

#### HOW?

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

4 CREATE YOUR PLAN



Make EDI a strategic prority

• Improve awareness,

Promote EDI culture

knowledge, skills

# 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

## www.musicnet-east.org.uk

MusicNet East Changing Tunes is part of Hertfordshire Music Service, a founder of AMIE.

