



FirstMusicContact



# Equality, Diversity & Inclusion Policy & Strategy





# **Policy Statement**

**First Music Contact are committed to working towards an equal music industry that fully represents the contemporary diversity of Irish society.**

**These standards and practices are embedded across our decision-making and operations. Equality, diversity and inclusion are key to all decisions, processes and actions at FMC and across all of our projects and activities.**

# Policy Statement

**Meaningful action towards achieving equality, diversity and inclusion requires careful attention to data, research and subject-matter authorities. As such, FMC commits to engage proactively with both individuals (staff, partner or community-based), as well as advocacy and subject-matter authority groups to enhance our policies and practices accordingly by implementing key learnings.**

**Meaningful action towards achieving equality, diversity and inclusion also requires nuance and context. Peoples' experiences of exclusion, marginalisation or unfair treatment vary depending on how an individual's different circumstances intersect. Exclusion could be on the stem from a plethora of different biases pertaining, but not limited to: gender, class, race or membership of the Traveller community, sexuality, religion, civil or family status, ability, pregnancy or maternity and age.**

# Policy Statement

**We must therefore practice active listening to people's testimonies and approach our policies and practices with sensitivity and attunement towards how intersecting circumstances impact the specific way(s) that discrimination and exclusionary barriers are experienced, on both individual and community levels.**

# Policy Aims

With this policy, FMC aims to:

- Integrate the principles of equality, diversity and inclusion into every aspect of our work, services and activities;
- Foster an industry-wide approach to deliver sustainable and long-term change;
- Through our work, actively address the root causes of discrimination, exclusion, marginalisation, harassment and violence in the music industry and help create a more equal, diverse and inclusive environment;
- Encourage individual and collective responsibility for EDI within the organisation;
  - Continually improve and monitor our EDI policy and approach, in line with industry best practices;
  - Raise awareness of and help artists who may be subject to societal injustices, biases, obstacles and violence.

# Actions

**As an organisation we are committed to:**

- Ensuring gender balance and diversity across recruitment for staff and board;**
- Ensuring gender balance for programmes, events and activities run by FMC;**
- Ensuring an accurate representation of the ethnic and cultural diversity of our society across our activities and programmes;**
- Advocating for the fair treatment of artists and the right for all artists to be treated with dignity and respect;**
- A zero-tolerance policy when it comes to bullying, discrimination, exclusion, marginalisation, harassment and violence;**
  - Facilitating open access to our programmes and services.**

# Actions

**As an organisation we are committed to:**

- **Making decisions in a fair and transparent manner;**
  - **Creating an Equality Action Plan;**
- **Providing regular EDI training to our team to enable them to carry out this policy and mainstream EDI principles into the work of First Music Contact;**
  - **Communicating this policy to all members so that they are aware of our commitments as well as their obligations to operate in line with this policy at FMC events and programmes;**
    - **Taking appropriate action when incidents occur which breach this policy;**
    - **Partnering strategically with organisations who share our EDI commitments**
- **Addressing inequalities that are identified through the integration of this policy.**

# **Policy Review Process**

**We review our EDI policy and practices annually, adjusting as necessary to achieve industry best practice.**

**This policy is signed off on and supported by our board.**



# Activities

## Open Access

**Access to Breaking Tunes and consultancies is free and open to all artists regardless of their background or career stage.**

**Access to our services is open to all artists on the island of Ireland.**

# Activities

## Ireland Music Week

**We are committed to achieving gender and community equality in our conferences at IMW and in any professional development workshops we run during the year as part of our regional and local activity.**

# Activities

## Music From Ireland

**We also apply our gender and community equality ethos to our activities in Music From Ireland. We aim to work with festival partners who share our EDI values.**

**We proactively shine a light on women and gender minority professionals from around the world in our programming and actively seek out people of colour in all our annual invitations to visiting delegates.**



# Activities

## National Campaign for the Arts

**The NCFA, previously chaired by our CEO, have been instrumental in achieving the Irish government's recent pilot scheme of Basic Income for the Arts, working alongside with other artists' organisations to provide consultation and feedback to inform the initiative.**

# Activities

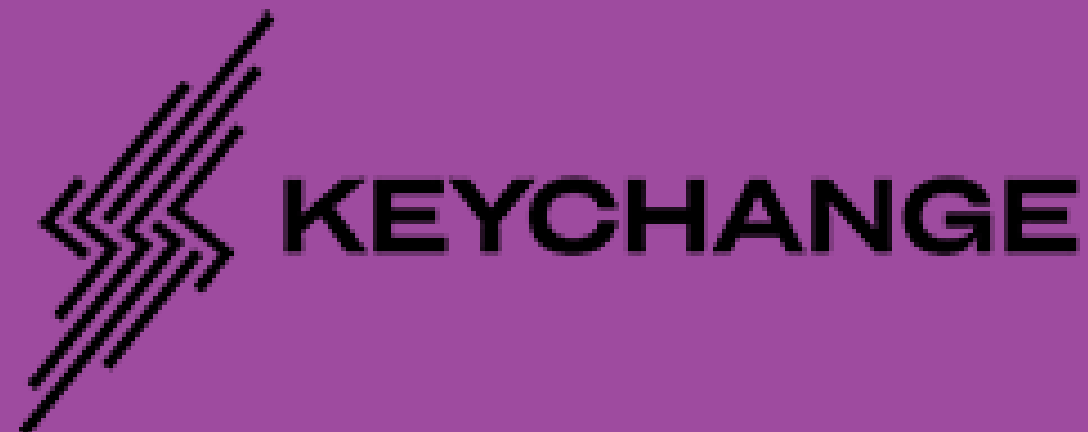
## Music Industry Stimulus Package

**In our recent distribution of €1.7 million in funding for the music sector, on behalf of the government, in writing, recording and release bursaries, FMC achieved gender balance and an accurate representation of modern Ireland in terms of gender, genre, geographical location and inclusion of Ireland's newer communities.**

# Activities

## Keychange

**Since 2019, we have been partnered with Keychange, a global movement working towards a total restructure of the music industry in reaching full gender equality. As part of this relationship, we have signed the Keychange pledge, in which we commit to showcasing a lineup which is made up of 50% women and underrepresented gender minorities at Ireland Music Week.**





# Activities

## Regional Activities

**As part of our Regional programme, we advocate for and support musicians and music industry professionals across the entire island of Ireland, north and south.**

**Our regional development activity, coupled with our activities with European Music Exporters Exchange, provide equal access opportunities to professional development workshops, networking and showcasing opportunities, regardless of where applicants live.**

# **Equality Action Plan**

**Following the self-audit of First Music Contact as outlined by the Arts Council's Equality, Diversity and Inclusion Toolkit, FMC has drawn up an Equality Action Plan.**

**Progress on these actions will be reviewed each six months.**

**This EDI policy will then be reviewed and developed as necessary, and the EAP will be updated with new actions.**





FirstMusicContact



Thank you!

