

CoMA: Equality, Diversity and Inclusion Statement

- Version 1.0
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CoMA is founded on the belief that musicians of all abilities and backgrounds should have access to, and be able to participate in, all aspects of contemporary music-making. As such, equality of opportunity and the diversity of its community is integral to CoMA aims and is central to all its activities. At its core, CoMA operates an open door, no auditions policy, welcoming all musicians, regardless of musical skills, experience and background.

CoMA is therefore committed to developing an inclusive organisation and environment for employees and CoMA members, partners and participants. This commitment applies to all aspects of CoMA's work including, but not limited to, the activities of CoMA central office, the organisation and activities of its regional ensembles, alongside the full range of projects and events that CoMA designs and co-ordinates. The key principles that underpin CoMA's commitment to equality, diversity and inclusion are listed below. It is these principles that inform all strategic and operational planning and the implementation of those plans.

- CoMA pro-actively seeks to develop an increasingly diverse community of employees, members, partners and participants.
- CoMA respects difference and is committed to ensuring that there is equal opportunity for all regardless of gender, age, race, disability, marital or civil partnership status, pregnancy, maternity & paternity, gender re-assignment, religion or belief, sexual orientation.
- CoMA is committed to providing opportunities to meet the aspirations of as many members and participants as possible.
- CoMA will not discriminate unfairly on the grounds of gender, age, race, disability, marital or civil partnership status, pregnancy, maternity or paternity, gender reassignment, religion or belief or sexual orientation.
- CoMA is committed to removing unfair and discriminatory practices in all contexts in which it operates and, as a result, to encouraging full contribution from its diverse community, free from discrimination, victimization and/or sexual harassment.
- CoMA is committed to actively opposing all forms of discrimination and calls on all members of its community to make a similar personal commitment.
- CoMA will make reasonable adjustments for employees, members, partners and participants in accordance with identified needs wherever possible within the statutory criteria.
- CoMA stands for the fair treatment of its members, and the right for all members to be treated with dignity and respect.

- CoMA will not work with or support any organization or individual that incites violence or discrimination against a particular group; uses dehumanizing language to describe a particular group; distributes negative misinformation targeting a particular group; promotes intolerance of a particular group in any way.

These principles are implemented by:

- consulting, engaging with, and learning from CoMA community members.
- implementing tailored positive actions to respond to any discrimination issues across organization.
- monitoring our policies, practices and procedures and workplace cultures
- creating strategic partnerships with organizations who are committed to principles equality, diversity and inclusion.
- opposing prejudice and discrimination on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation.
- supporting engagement from members from diverse socio-economic backgrounds.

All CoMA community members should:

- operate in line with these principles when representing CoMA and not to bring CoMA into disrepute.
- treat others with dignity and respect.
- report discrimination, sexual harassment, and victimization that they experience or witness within CoMA organization.
- contribute to creating an inclusive new music community that values difference.