



## **Contemporary Music for All Equity, Diversity and Inclusion Policy**

Version: 2.0

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This policy applies to both Contemporary Music for All (company no. 03429608) and its wholly owned subsidiary CoMA Concert Productions Limited (company no. 15464259). In this document “The Company” and “CoMA” refers to both companies. Where any part of the document only applies to one of the companies this will be explicitly stated.

### **BACKGROUND**

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 acknowledges that the Western Classical music tradition, of which CoMA’s activities derive from, historically has been built through many EDI inequalities, including the lack of representation of female and minority genders and races, disabled musicians, those identifying as of lower socioeconomic status and actions that include subconscious bias.

We also acknowledge the claim made through CoMA’s name – Contemporary Music for All – and the difficulties of thoroughly achieving this. CoMA is working to address both issues and continues to implement the actions outlined in this policy to rectify these inequalities.

### **COMMITMENT**

CoMA is a community orientated organisation that is committed to offering adaptable programs, spaces and approaches. We are focused on developing an inclusive organisation and environment for employees and CoMA members, partner organisations and participants. This commitment applies to all aspects of CoMA’s work including, but not limited to, the activities of CoMA 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, neurodivergence, socioeconomic status, marital or civil partnership status, pregnancy, maternity & paternity, religion or belief or sexual orientation.
- CoMA will not discriminate unfairly on the grounds of gender, age, race, disability, neurodivergence, socioeconomic status, marital or civil partnership status, pregnancy, maternity or paternity, gender (including trans and gender diverse people), 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, victimisation 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 participants, and the right for all members to be treated with dignity and respect.
- CoMA will not work with or support any organisation or individual that incites violence or discrimination against a particular group; uses dehumanising language to describe a particular group; distributes negative misinformation targeting a particular group or promotes intolerance of a particular group in any way.

## **ACTIONS**

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 organisation.
- monitoring our policies, practices and procedures and workplace cultures
- creating strategic partnerships with organisations who are committed to the principles equality, diversity and inclusion.
- opposing prejudice and discrimination on the grounds of age, disability, neurodivergence, socioeconomic status, gender (including trans and gender diverse people), marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation.
- supporting engagement from members from diverse socio-economic backgrounds.
- publishing and annually updating data on the [Impact Page of the CoMA website](#), encouraging transparency and identifying areas of growth

- providing training for staff and ensemble leaders in EDI awareness
- offering bursary assistance or reserved placements where possible to increase representation of underrepresented participants

**All CoMA community members and participants** should:

- operate in line with these principles when representing CoMA
- treat others with dignity and respect
- report discrimination, sexual harassment, and victimisation that they experience or witness within CoMA organisation or CoMA activities.
- identify situations where discrimination, sexual harassment, and victimisation could occur within CoMA organisation or CoMA activities, and employ measure to prevent this
- contribute to creating an inclusive new music community that values equality, diversity and inclusion

### **Disciplinary and Complaint Procedures**

Details of the organisation's complaints policy and procedures can be found at [via the CoMA website](#).