

Music Network

Equality, Diversity and Inclusion Policy

About Music Network

Music Network is Ireland's national music touring and development organisation, and was founded by the Arts Council/An Chomhairle Ealaíon in 1986.

We make high quality live music accessible to communities throughout Ireland and help musicians to develop fulfilling careers. Our vision is that of a culture which increasingly values live music in our everyday lives, embracing it as an essential part of a healthy, vibrant society.

Everything we do stems from this vision: from our work in music education, to supporting musicians at varying stages of their development, to providing opportunities for performance and participation through our valued network of partners.

Our work enriches many aspects of music-making across Ireland, bringing musicians and listeners together through the magic of live performance.

Context of Policy

Music Network's mission, *"to make high quality live music available and accessible to all people throughout Ireland, as well as to support musicians to excel in the performance and creation of music."*, establishes our commitment to inclusion and accessibility for both audience members and musicians. However, we are also aware that a more focused, strategic approach is required to ensure that principles of equality, diversity and inclusion are clearly embedded in our work.

Music Network's Equality, Diversity and Inclusion Policy sets out our focus over the coming years and aligns with our current Strategy (2021-2025), as well as the Arts Council's Equality, Human Rights and Diversity (EHRD) Policy. Furthermore, the policy has regard for existing equality legislation, including the Employment Equality Acts (1998-2015), the Equal Status Acts (2000-2018) and Section 42 of the Irish Human Rights and Equality Act 2014, otherwise known as the Public Sector Equality and Human Rights Duty.

The policy has been developed with an understanding that issues of equality, diversity and inclusion are constantly evolving, and therefore both regular evaluation and reporting are necessary to ensure the ambitions of the policy are realised.

Policy Principles

Music Network's Equality, Diversity and Inclusion Policy articulates our commitment to key principles of equality, specifically in relation to promoting accessibility and participation for all audience members and musicians, regardless of gender, civil status, family status, sexual orientation, religious belief, age, disability, race, membership of the Traveller community or socio-economic status.

The principles of Music Network's Equality, Diversity and Inclusion Policy also complement our values of:

- **Excellence:** we strive for excellence in everything we do - whether in management of resources, supporting musicians, developing audiences or progressing partnerships.
- **Accessibility:** we are motivated by the desire to make live music available to everyone, regardless of location or circumstance, and to be equitable and inclusive in our approach.
- **Agility:** we aim to be flexible, dynamic and constantly adapting and innovating to remain responsive to the changing environment.
- **Collaboration:** partnership is in our DNA. We actively engage with a wide range of local, regional and national partner organisations to maximise our impact.
- **Participation:** increasing engagement with live music is at the heart of what we do. We advocate for, support, educate, and encourage people to find joy in music.
- **Innovation:** we embrace innovation through research, exploration and experimentation, to continue to challenge current thinking.

In line with Music Network's existing Strategy (2021-2025), our Equality, Diversity and Inclusion Policy Principles focus on our three Strategic Objectives: Audience Development, Musician Development and Partnership Development. These principles underpin the actions contained in the policy's action plan.

- **Audience Development:** We believe that live music should be enjoyed by everyone, and commit to promoting values of equality, diversity and inclusion in our programming, outreach and other planning processes.
- **Musician Development:** Diversity is central to the richness and vibrancy of live music. Through this policy, we will ensure our professional opportunities are actively promoted to the widest cohort of musicians as possible.
- **Partnership Development:** Our partners are critical to everything we do. With this in mind, we will work closely with current partners, and build new partnerships to promote equality, diversity and inclusion.

Monitoring & Review

Music Network's Equality, Diversity and Inclusion Policy, and specifically, its Action Plan, will be monitored on an ongoing basis through both Staff and Board Meetings. The CEO will report on its implementation at Board meetings on a bi-monthly basis.

Music Network will also report on progress made under its Equality, Diversity and Inclusion Policy in its annual Strategic Plan reviews. Additionally, the policy (including its Action Plan) will be reviewed, evaluated and updated at its conclusion, in 2025.