



Music Generation Cork City Chathair Chorcaí

EQUALITY, DIVERSITY and INCLUSION (EDI) Statement 2022

Equality Charter

At Music Generation Cork City we are committed to ensuring equality of opportunity for all participants, Musician Educators, Providers and staff, irrespective of race, gender, disability, belief, sexual orientation, age or socio-economic background.

We aim to develop a culture of inclusion and diversity in which all those connected to the organisation feel proud of their identity and ability to participate fully in performance music education.

We tackle discrimination through the positive promotion of equality, by challenging stereotypes and by creating an environment which champions respect for all.

Providing opportunities for children and young people and our team to appreciate their own culture and celebrate the diversity of other cultures.

Utilising approaches appropriate for the whole school population which are inclusive and reflective of our children and young people and our team.

DIVERSITY CHARTER

To ensure that Music Generation Cork City's programmes stay relevant to the city's people, we need to be inclusive in our outlook and our practice, and to draw on a diverse workforce.

We will do all we can to make sure that our work, and the people who make it are fully representative of the richness, depth and diversity of the whole of Ireland.

To effect meaningful change we pledge to:

1. Collect relevant and meaningful data on diversity and inclusion
2. Increase the diversity of talent pipelines at entry level
3. Promote strategies to diversify in recruitment, development opportunities, retention and suppliers.
4. Improve the diversity of our output so it serves and appeals to people from all backgrounds and regions across Ireland.
5. Develop and set meaningful targets within our organisations and with member companies and suppliers
6. Engage leaders within our organisation to champion diversity and inclusion.
7. Create best practice and guidance to help our organisations, member companies and suppliers to build inclusive cultures
8. Regularly report and publish our progress to Music Generation and local authorities.

Inclusion

Music Generation Cork City is a signatory of The Arts for All Charter (signed 2022). The Arts for all Charter is a public commitment to diversity and inclusion. By signing this charter arts organisations and cultural institutions commit to building on their inclusion and diversity strategy, opening doors, making venues and spaces accessible in every way and celebrating all that our diverse community has to offer in terms of creativity and culture. Arts for All's vision for Cork is a city and region which is open, accessible and intentionally inclusive in the arts and which celebrates diversity as a cornerstone of creativity. Arts for All would like to support Cork City and the region to achieve a goal of becoming a recognised "European Centre of Excellence for Inclusive Arts".

For more information please contact Claire Layton, Music Development Officer, MGCC 086 701 5929.

Signed



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