

Mjazz Inclusion, Diversity, Equality and Access Policy

At **mjazz**, we are committed to fostering an inclusive environment where all individuals are treated with respect and dignity, regardless of their background or characteristics. We believe that diversity is essential to innovation and success. Our **Inclusion, Diversity, Equality and Access (IDEA) policy** outlines our commitment to promoting equality, valuing diversity, ensuring inclusion, and providing access across all aspects of our operations. We recognize and respect **protected characteristics** as outlined in the **Equality Act 2010**.

1. Commitment to Equality

We are dedicated to **promoting equality** in all areas of our work, including recruitment, training, development, promotion, and provision of services. We will not tolerate discrimination on the basis of any **protected characteristic**, including but not limited to:

- Race
- Ethnicity
- Nationality
- Gender
- Gender identity
- Sexual orientation
- Age
- Disability
- Religion or belief
- Pregnancy and maternity
- Marriage or civil partnership status
- Lifestyle choice
- Mental health
- Neurodivergence
- Socio-economic status/class
- Political views

2. Valuing Diversity

We recognize the value that **diversity** brings to our organization. We celebrate the differences among our **partners, artists, audiences, and stakeholders**, and actively seek to create an environment where diverse perspectives are welcomed and respected. We are committed to ensuring that everyone has the opportunity to **contribute, participate, and thrive** irrespective of their background or protected characteristics.

3. Ensuring Inclusion and Access

We are dedicated to **creating an inclusive culture** where all individuals feel **valued, respected, and supported**. This includes taking **proactive measures** to **eliminate barriers** and ensure that everyone can **access** our events, programmes, and opportunities.

We recognize that **providing access** means ensuring that opportunities exist **without assumptions of take-up**—access is about removing barriers and **offering choice**. Our commitment to access includes:

- Making **events and programmes physically, socially, and financially accessible**
- Providing **clear, open communication** about opportunities
- Engaging with **stakeholders** to identify and address access barriers
- **Recognising intersectionality**—how different barriers may combine to exclude participation
- Supporting **flexible participation models** for artists and audiences

4. Responsibilities

Our **Board** is responsible for ensuring that the principles of **equality, diversity, inclusion, and access** are embedded in all aspects of our work. They will lead by example and promote a culture of **openness, representation, and opportunity**.

We will communicate our **commitment** to EDIA to our **partners, artists, and audiences**, encouraging participation and **shared responsibility** for creating a truly inclusive and **accessible** jazz scene.

5. Monitoring and Review

We will regularly **monitor and review** our EDIA policy to ensure it remains effective and relevant. This includes:

- Engaging with **artists, audiences, and partners** to identify areas for improvement
- Collecting **data on participation and engagement** to track progress
- Taking action to address **emerging barriers or challenges**

6. Implementation

This policy will be **communicated to all employees, partners, and stakeholders** and made available on our website. **Training and resources** will be provided to ensure everyone understands how to implement these principles **in practical and meaningful ways**.

7. Key Stakeholders for mjazz

mjazz operates as a regional jazz development agency, supporting artists, promoters, and audiences across the East Midlands. To ensure its work is impactful, sustainable, and aligned with its strategic goals, mjazz engages with a diverse range of **key stakeholders**:

7.1. Artists & Musicians

- **Professional jazz musicians** based in or touring the East Midlands
- **Emerging and early-career jazz artists** seeking development opportunities
- **Musicians from underrepresented backgrounds** in jazz
- **Composers and bandleaders** creating new work
- **Improvisers and experimental jazz practitioners**

Why they matter:

Artists are at the heart of mjazz's work. Their development, opportunities, and engagement shape the regional jazz scene.

7.2. Jazz Promoters & Partner Organisations

- Core mjazz partners:
 - **Lincoln Jazzpac**
 - **Derby Jazz**
 - **Nottingham Jazz Steps**
 - **Northampton Contemporary Jazz**
 - **Leicester Jazz House**
- Independent promoters working outside the mjazz partnership
- Venue programmers interested in presenting jazz
- Festival organisers

Why they matter:

Promoters and organisations provide platforms for artists and help build audiences, ensuring jazz thrives across the region.

7.3. Jazz Audiences & Participants

- Existing jazz audiences across the East Midlands
- **Younger audiences** (under 30s) who are less engaged with jazz
- **Communities from diverse backgrounds**
- **People with disabilities and neurodivergent audiences**
- **Jazz workshop participants** learning and playing jazz
- Schools and youth groups engaging with jazz education

Why they matter:

Growing and diversifying audiences ensures the long-term sustainability of jazz in the East Midlands.

7.4. Education & Learning Partners

- **Music Hubs & Schools** (e.g., Inspire: Culture, Learning and Libraries, Derbyshire Music Hub)
- **Colleges & Universities** with music and arts programmes (e.g., University of Nottingham, University of Derby, De Montfort University, University of Lincoln)
- Community music organisations supporting jazz education
- Youth groups and arts organisations involved in music participation

Why they matter:

Education is a key strand of mjazz's work. Engaging young people ensures a pipeline of future jazz musicians, audiences, and advocates.

7.5. Funding Bodies & Supporters

- **Arts Council England (ACE)** – mjazz's core funder
- PRS Foundation & Help Musicians UK
- Local authority arts and culture departments
- Charitable trusts and foundations supporting jazz/music development
- Corporate sponsors interested in supporting live music and education

Why they matter:

Sustaining mjazz's work depends on strong funding and investment partnerships.

7.6. Media & Digital Stakeholders

- **Local, regional, and national press** covering music and culture
- **Radio stations** (BBC Introducing, Jazz FM, community radio)
- **Online music platforms** and jazz bloggers
- **Social media influencers and digital marketing specialists**

Why they matter:

Effective media engagement raises the profile of jazz in the region, promotes events, and attracts new audiences.

7.7. Industry & Advocacy Bodies

- **Musicians' Union (MU)**
- **PRS for Music, PPL** (performance rights organisations)
- **Jazz umbrella organisations** (Jazz Promotion Network, Jazz North, Jazz South)
- **Equality, Diversity & Inclusion (EDI) networks** in music and the arts

Why they matter:

These organisations provide advocacy, funding, and support for fair pay, access, and artist development.

7.8. Volunteers & Community Advocates

- Volunteer promoters and event organisers
- Community-led jazz initiatives and grassroots projects
- mjazz Board and Steering Group members

Why they matter:

Volunteers are essential to sustaining live jazz, organising gigs, and building community engagement.

8. Conclusion

At **mjazz**, we are committed to an evolving process of **learning, adapting, and responding** to the needs of our community. True inclusion and access require **continuous effort**, and we recognise that **barriers may not always be immediately visible**. By embedding **equality, diversity, inclusion, and access** in everything we do, we aim to **expand opportunities**, increase engagement, and **foster a thriving jazz ecosystem** that is truly representative of the richness of our society.

Date of Approval: