

Equality Diversity & Inclusion Charter Statement 2022-23

ICMP is committed to creating and sustaining a safe, welcoming, diverse, and inclusive environment for staff and students.

We ask that all members of the ICMP community commit to value and respect the contributions of all other members by:

Agents of positive change, for example:

- Delivery of a curriculum reflective of the students we teach
- Producing graduates and hiring staff who uphold EDI values in the music ecosystem
- Empowering all members of the ICMP community to be socially responsible throughout all professional activities.

Actively promoting inclusion:

- By using inclusive and gender-neutral language
- Being a good listener and giving others the opportunity to contribute
- Taking care with choice of words to avoid hurt or misunderstanding
- Only mentioning characteristics like gender, sexual orientation, religion, racial group, or ability when relevant to the discussion.

Advocating for others:

- Standing up for other people
- Elevating and celebrating the accomplishments of individuals no matter what their position within the organisation
- Noticing and drawing in those who are consistently being left out
- Amplifying the voices of people who are under-represented and/or from minority groups.

Adopting practices that support fairness and equal opportunities for all:

- Treating others as individuals; avoiding stereotyping
- Understanding, appreciating, and valuing the different skill sets and abilities of others
- Promoting fairness of opportunity.

Embracing and championing diversity in all its forms:

- Welcoming and appreciating the uniqueness people bring
- Taking every opportunity to ensure diversity is actively planned for, encouraged and celebrated (to include diversity of thought, skills, ethnicity, age, gender, disabilities and career stage).

Challenging non-professional and inappropriate behaviour:

- Respectfully call out inappropriate language, behaviour or micro-aggressions
- Taking a zero tolerance approach and ensuring that all incidents are reported on and follow internal processes.