

Policy

Policy change is an important first step in improving outcomes and having lasting impact. It is crucial for organisations to create a vision that will sustain positive, long-term diversity goals, while allowing them the room to go beyond the simple legal requirements.

1. Shape policies and procedures: Work towards a five-year equality, diversity and inclusion (EDI) strategy and vision
2. Beyond legal framework: Identify barriers to entry or inclusion beyond legislation and action appropriately - for example, by considering socio-economic background and regional inequalities
3. Sustain delivery: Incorporate EDI into every part of an organisation's structures and systems for systemic change, rather than only recognising "one offs"

People

Organisations are nothing without their people. Diverse workplaces have better productivity, improved reputation and a greater sense of pride of place among staff. Diverse talent must be cultivated through fair hiring processes, nourished through an inclusive environment and encouraged by engaged leaders.

1. Improved equity of opportunity: Champion staff through allyship, mentoring programmes, and by giving a platform to new voices
2. More inclusive leadership: Cultivate a transparent, safe, and consciously inclusive culture for all staff
3. Increase opportunities for under-represented groups: Ensure that every staff member is given chances to develop their skills and knowledge

The Five Ps: The Music Industry's Action Plan

Partnership

Strategic partnerships have clear mutual benefits. For larger organisations these can increase knowledge or expertise. For smaller organisations these partnerships can help build experience, provide exposure and offer resource. A fundamental step towards building an inclusive industry is sharing our skills and growing alongside one another.

1. Build partnerships: Cultivate at least one new, long term EDI partnership with an organisation outside of their geographical base
2. Stronger industry coalitions: Embed at least one coalition partnership with a socially engaged organisation beyond your regular network
3. Broadening best practice and support: Organisations to mentor at least one smaller company and help them shape best practice*

* In recognition of resource demands, these apply to organisations with more than 25 employees only.

Purchase

Sometimes, even the most diverse organisations need to ask if the way they function, operate and obtain goods or services could better encourage diversity. Organisations need to look at their purchase process across all tenders and consider the benefits of how external influence and challenge can improve leadership.

1. Lead the sector: Ensure strong EDI mindset is at the heart of all tenders or procurement and ensure a diverse set of suppliers in the process
2. Increased EDI compliance: Engage with and adopt EDI standards to broaden the number of organisations who meet the highest standards of best practice
3. Enhanced education: Deliver masterclasses and training programmes to enable staff to grow beyond the boundaries of their roles and responsibilities

Progress

Impact can be measured in a number of ways, but charting progress is one of the most fundamental pillars of measuring success. This can range from raising awareness about reporting standards, to publishing data which is relevant to encouraging progress. Where possible, reporting must be intersectional and go beyond the very basic or legal requirements.

1. Raise awareness: Internally and externally around EDI audit, review and outcomes
2. Share data and insights: Establish best practice by publishing data on gender, ethnicity and disability pay gaps annually*
3. Progress and report: Increase data transparency and take an intersectional approach to data analysis