



Equality, Diversity, and Inclusion for the Group Singing Sector

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Equality, Diversity, and Inclusion Policy

Statement

Sing Ireland's Mission is to Lead, Enable and Connect Communities of Singers in Ireland, ultimately enhancing people's lives through singing. By taking guidance from the Arts Council's [Equality, Human Rights, and Diversity Policy 2019](#) document, Sing Ireland will take a proactive and focused approach to guaranteeing a basic human right: ensuring that everyone who lives in Ireland has the opportunity to engage with and participate in the arts, specifically group and choral singing¹. This approach will also be guided by the Equal Status Acts 2000-2018, set out by the Irish Human Rights and Equality Commission.²

Policy

Diversity has been at the core of recent programmes organised by Sing Ireland. This has been evident throughout our projects, such as the Song Seeking Project working with asylum seekers in Direct Provision in Ireland, to Ageing Voices which, in partnership with Creative Aging International and supported by Creative Ireland, has created resources and advice for older singers so that they can carry on singing. Sing Ireland realises how impactful and important singing in a choir can be to all members of society. This policy shows SI's commitment to inclusion and diversity within group and choral singing in Ireland. This means that SI will be an advocate for group singing in minority groups of society as well as encourage reform in established groups' policies that will create more diverse participation.

Inclusion and Diversity is at the heart of SI's plans for future projects and commitments. As the organisation grows over the next few years, we will endeavour to create an equitable group singing society in Ireland and incorporate this Inclusion and Diversity Policy in all our developments. This will include Bursaries and Training for those who are underrepresented in the Irish choral and group singing sector and regular research into the needs of those we engage with.

What is this policy?

Sing Ireland will take guidance from two existing documents. These documents are The Equal Status Act 2000-2018 ('The Acts') by the Irish Human Rights and Equality Commission and the Equality, Human Rights and Diversity Policy 2019 (EHRD) by the Arts Council of Ireland. The Acts prohibits against nine grounds which an individual can be discriminated against. These are gender, marital status, family status, age, disability, sexual orientation, race, religion, and membership of the Traveller

¹ UN Declaration of Human Rights – Article 27. (1) Everyone has the right freely to participate in the cultural life of the community, to enjoy the arts and to share in scientific advancement and its benefits.

<https://www.un.org/en/about-us/universal-declaration-of-human-rights>

² The Equal Status Acts 2000-2018 ('the Acts') prohibit discrimination in the provision of goods and services, accommodation, and education. They cover the nine grounds of gender, marital status, family status, age, disability, sexual orientation, race, religion, and membership of the Traveller community. <https://www.ihrec.ie/>

community. The EHRD policy includes another ground to the ones outlined by the Acts, and that is discrimination on the grounds of socio-economic circumstances.

Sing Ireland will use the UN's Sustainable Development Goals to guarantee that developments are lasting. Goals 3, 5, and 10 of the Sustainable Development Goals will be a particular focus for us as we grow and develop. These are:

3. Good Health and Well-Being.

5. Gender Equality.

10. Reduced Inequalities.

Sing Ireland's Inclusion and Diversity policy will work towards addressing the inequity within our society through the group and choral singing community. It will place Inclusion and Diversity at the core of Sing Ireland's developments and will make diversity and inclusivity the cornerstone of the future of group singing in Ireland. Sing Ireland considers inclusion and diversity to be integral for collective excellence and we seek out diversity in participation, thought and action. The grounds stated by The Acts will be the primary focus for Sing Ireland when redressing equality within singing groups and choirs.

ACTIONS

These are the actions Sing Ireland will take to improve inclusivity and diversity in the singing group and choral sector in Ireland.

- As well providing a copy of this policy, all our members will receive a Guidelines document, outlining how to enable Inclusion and Diversity within their own groups.
- Provide external resources as to what is good practice and how to include every member of society.
- Clearly outline how to deal with inequality and exclusion if it occurs within any of the singing groups or choirs in Ireland.
- Create opportunities for marginalised communities to have choral/group singing experiences.
- Create opportunities for children and young people from marginalised communities to experience choral/group singing.
- Seek to make it more accessible for children and young people from inequitable backgrounds to participate in youth singing programmes, the Irish Youth Choir and Irish Youth Training Choir projects.
- Promote works composed by individuals from backgrounds that face discrimination most often.
- Create opportunities for members to attend inclusion and diversity workshops to promote inclusion and diversity within their groups.

- Review the structure of Sing Ireland as an organisation and identify and address any barriers that exist that may hinder inclusivity and diversity within the organisation.
- Review the actions above to measure their effectiveness. Use this to improve the inclusivity and diversity policy for the future.
- The actions mentioned above have all been chosen as they all work towards making the singing group and choral sector in Ireland as inclusive and diverse as possible.
- Sing Ireland strives to improve the inclusivity and the diversity of the choral sector in Ireland, and this policy is the beginning of that journey.



Equality, Diversity, and Inclusion (EDI) Action Plan Toolkit for Choirs and Singing Groups³

A successful DEI plan includes a company/ group blend of the following:

- Goals
- Strategies
- Metrics
- Accountability

GOALS

These are the central pillars of the DEI framework and should be tied closely to the company's mission, values, and strategic plan.

When considering the goals, think of what do you or your team/studio seek to accomplish? Think of this in terms of WHAT is the goal and WHY is it needed.

For example:

- That everybody is welcome and feels welcome. That the group/studio seeks to be fully inclusive.
- That we can CREATE a sense of belonging
- Members of the group/studio will embrace new members and seek to help new members to integrate within the group well.
- Ensuring that ALL members feel equally valued, included, and supported.

STRATEGIES

The strategies for your action plan should be measurable action items that are undertaken to achieve the goals outlined above. These should be developed with the **SMART** principle in mind.

SMART STRATEGIES

- **S**pecific: The “who, what, where, when, why” of this action.
- **M**easurable: Contains a clear outline for how you will know when the action has been completed.

³ This Plan was created in Consultation with [PhoneixRize](#) in November 2021 to support Sing Ireland and the choral and group singing sector in its EDI developments.

- **Achievable:** It is realistic and something you can picture being accomplished, even if still aspirational.
- **Relevant:** Aligns with your company's strategic plan, mission, or purpose.
- **Time-bound:** Has a deadline or time frame

For example:

STRATEGIES: WHAT action(s) do you or your team/studio need to complete to move closer to set goals, and HOW will you execute those?

- Make people aware that if somebody new comes in that the responsibility of ALL members from the choral director, committee and through to every singer to ensure the environment is a welcoming one.
- Lead by example. That those in a position of authority or a point of contact will know their responsibility to create a welcoming environment.
- That people will know WHO to approach. The group will create a written list of who is the Diversity point of contact. As well as that, this is a useful approach to all tasks within the choir. It will help to have written down who might be the librarian, subscriptions collector etc. so that new members can know who to go to.

METRICS

To measure success and impact, clearly articulated means of measurement with benchmarks and milestones should be put in place to assess the overall impact of the strategy and its' goals. HOW and WHEN will the impact of your strategies/initiatives be assessed?

ACCOUNTABILITY

Transparency and clarity of ownership of individual goals, responsibility for execution of strategies, and understanding in decision-making, is a necessity to ensure that the strategy and goals are well-communicated and on track.

Your Choir/ Singing Group or Organisation needs to consider WHO is responsible for each action and WHO is accountable for the success of the DEI plan? This includes the likes of critical friends to provide feedback and an external review as the success and roadmap towards the goals.

REFLECTION QUESTIONS

During the process of developing your EDI action plan, consider the following questions:

- Whose voices and priorities are reflected in the action plan? Whose are missing?
- Has the process for developing the action plan included the input of those who will be most affected by the actions we are recommending?
- Have the responsibilities in the action plan being divided up equitably?
- Are we providing ample support to the individuals and groups who will be responsible for moving the plan forward?
- How will we ensure we follow through on this action plan through accountability actions?

- How will we communicate about our progress?

Strategic Action	What DEI Goal it aligns to	What it entails	Who is responsible	Start Date	End Date



Equality, Diversity and Inclusion Guide for the Group Singing Sector

Choirs and singing groups can be inclusive and diverse, and this can be the impulse to achieve excellence within groups and society. We, at Sing Ireland, believe that in leading by example we can begin to create positive change in the inclusivity and diversity of choirs in Ireland.

This guide is not exhaustive and each singing group must take responsibility for its own legal duty to ensure that discrimination does not take place in their groups. Sing Ireland has no jurisdiction over the operations and governance of singing groups nationally and so cannot be held liable for any actions undertaken that are in breach of any discrimination or other laws.

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1. Introduction

This Guide has been prepared by Sing Ireland to help singing groups and choirs in Ireland to recognise discrimination and to encourage inclusivity and diversity. A large part of being more inclusive and promoting diversity is to understand our own unconscious biases. By understanding our own biases, we can then work to create inclusive communities and environments. Below there is a bias test that has been developed by Harvard, to aid individuals with understanding their own

unconscious biases. The criteria you'll find within the link are extensive and should provide a test for any ground you have in mind. (Implicit Association can be seen as identical to Unconscious Bias for the purpose of these tests). It's important to note that these tests aren't definitive, and anyone that is unprepared to encounter interpretations that they may find objectionable are asked not to proceed with the tests.

External links:

Harvard's Implicit Association Test - <https://implicit.harvard.edu/implicit/takeatest.html> Ways to find and fix unconscious bias - [https://www.boyden.com/media/checking-your-blind](https://www.boyden.com/media/checking-your-blind-spot-ways-to-find-and-fix-unconscious-bias-7627148/index.html)

[spot-ways-to-find-and-fix-unconscious-bias-7627148/index.html](https://www.boyden.com/media/checking-your-blind-spot-ways-to-find-and-fix-unconscious-bias-7627148/index.html)

5 tips to reduce unconscious workplace bias - [https://blog.iii.ie/inside-track/5-ways-to-reduce unconscious-bias-in-the-workplace](https://blog.iii.ie/inside-track/5-ways-to-reduce-unconscious-bias-in-the-workplace)

This document will refer to the equity of individuals. This differs from providing equality in organisations and society. Equity recognises the discrimination individuals and communities have experienced. It strives to provide support and resources to those that have experienced exclusion or discrimination, so that everyone can participate in society to the same level. By addressing equity rather than equality, Sing Ireland is hoping to develop the inclusivity of group singing and choral singing in Ireland. This document will use examples to explain how equity can be provided to those that have experienced discrimination or exclusion.

Finally, Sing Ireland will use the UN's Sustainable Development Goals to guarantee that developments are lasting. Goals 3, 5, and 10 of the Sustainable Development Goals will be a particular focus for us as we grow and develop. These are: 3. Good Health and Well-Being, 5. Gender Equality, 10. Reduced Inequalities.

Grounds for Discrimination

Gender and Sexual Orientation

Individuals must not be discriminated against or excluded due to their gender or sexual orientation. This applies to all sexual orientations or gender identities. Some possible gender identities are female, male, transgender, gender neutral, non-binary, agender, pangender, and all, none, or a combination of these. There are many more gender identities than listed here.

It's customary for choirs to use binary (male or female) language and terminology. We would urge leaders of singing groups to be wary of how this language can make a person who does not identify as either male or female feel ostracised within the group. Concert dress and ensemble type may also be barriers that are experienced by individuals. '7 tips to make your choir inclusive of gender diversity' below is particularly helpful in understanding the barriers that are in existence for some people, and how we can work collectively to remove them.

Some Suggested Actions

1. Use non-gendered language when addressing sections of the choir – e.g., “Sopranos and Altos” instead of “Women”. Consider the structure of the ensemble as well; labelling a choir by voice-type rather than gender can be more inclusive.
2. Show your support to LGBTQ+ communities to encourage their participation. Language in your public content and using safe space stickers can be positive signs and could welcome individuals from the LGBTQ+ community.

External links:

Tips on making choirs gender inclusive - <https://resources.encoretours.com/backstage-blog/7-tips-to-make-your-choir-inclusive-of-gender-diversity/>

Glossary of possible gender terms - <https://www.healthline.com/health/different-genders#a-d>

Lgbt.ie trans and gender expression - <https://lgbt.ie/get-information/trans-and-gender-expression/>

A website providing discussion and resources surrounding LGBTQ+ issues in choral music - <http://www.queeringchoir.com/>

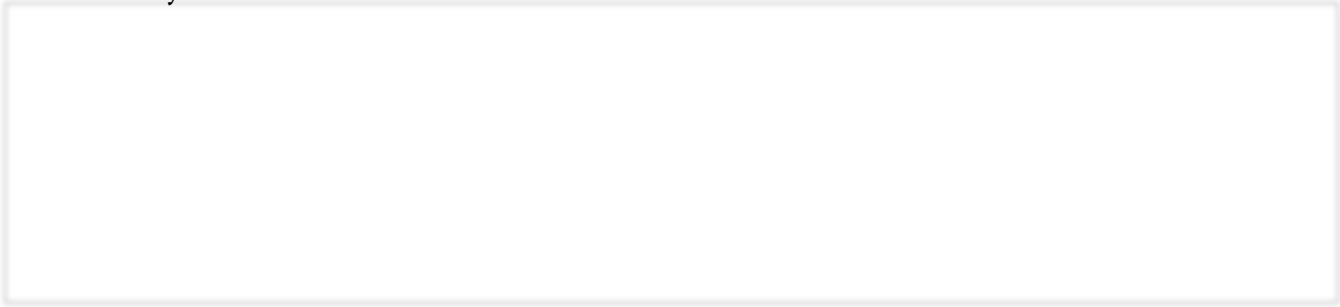
Race

Individuals must not be discriminated against or excluded due to their race. A race can be described as a grouping of humans based on shared physical or social qualities, generally viewed as distinct by society. Modern science regards race as a social construct; an identity which is assigned based on rules made by society. While partially based on physical similarities within groups, race does not have an inherent physical or biological meaning.

It is important to give each race an equitable opportunity to participate in choral activities. An example of breaking down racial barriers could be providing language assistance to non-native English speakers in a safe and welcoming space, so that they can enjoy their choral experience as much as a native English speaker.

It is also important to note that “colour-blind” or “colour-blindness” is not a term that should be used when discussing approaches towards racial inclusivity. This term ignores the inequity experienced by many racial groups. Simply put, in the colour-blind article linked below,

“Colour-blindness (sic) denies the lived experiences of other people.” By acknowledging the diverse experiences experienced by all, we can then work towards creating a more inclusive community.



Some Suggested Actions

1. Become aware of structural and unconscious racism. This can help an ensemble to work towards removing racial barriers.
2. Seek to understand the social structures of different racial groups and use that to inform your choir’s inclusivity.

External inks:

Colour-blindness - <https://www.oprahdaily.com/life/relationships-love/a32824297/color-blind-myth-racism/>

Structural racism and unconscious biases surrounding racism - <https://www.theguardian.com/world/2017/may/30/why-im-no-longer-talking-to-white-people-about-race>

Member of the Traveller community

The Irish Traveller community is a recognised indigenous ethnic group of Ireland. Members of the Traveller community must not be excluded or discriminated against. With this comes the responsibility to all service providers to provide services suitable and sympathetic to the lifestyle and culture of the Traveller community.

An example of this would be being sympathetic to the nomadic lifestyle of Travellers and understanding that commitments and expectations made of certain sectors of society can’t be made equally to the Irish Traveller community.



Some Suggested Actions

1. Understand the nomadic obligations of the Traveller community and consider how this would

affect an individual's participation within an ensemble.

2. Consider how the ensemble could better engage with the Traveller community, especially in the local area.

External links:

The Irish Traveller Movement - <https://itmtrav.ie/what-is-itm/irish-travellers/>

HSE's Interculture Guide -

<https://www.hse.ie/eng/services/publications/socialinclusion/interculturalguide/traveller/traveller.pdf>

The National Geographic's four-year photographic project on Irish Travellers -

<https://www.nationalgeographic.com/photography/article/irish-travellers-uphold-the-traditions-of-a-bygone-world>

Disability

Individuals must not be discriminated against or excluded because of any disability they may have, both visible and invisible. Around 10% of the Irish population have some form of disabling condition, and to make sure they are included in community activities we need to be prepared to provide the appropriate facilities and support. Simple factors such as the rehearsal venue being wheelchair accessible and having disabled toilet facilities can be the difference between someone living with a disability being a member of a choir or not.

Organisers of singing groups and choirs should take the initiative to create inclusive environments for people with disabilities. This means ensuring that there are facilities and supports in place before a person with a disability joins a group. Demonstrating that you have supports in place can be encouraging and may lead to more participation from individuals who live with disabilities. Not all disabilities are visible, therefore language and actions should always be inspected, as to not discriminate against an individual that may have an invisible disability.

Some Suggested Actions

1. Ensure that disabled facilities are available at rehearsal and performance spaces. This includes, but is not exclusive too, ensuring that the venue is wheelchair accessible and that there is an

accessible toilet.

2. Being prepared to provide facilities and safe spaces for anyone with intellectual or sensory disabilities.
3. Being conscious of invisible disabilities and addressing language and actions so not to exclude or discriminate against anyone.

External links:

6 things to be more disability inclusive - <https://shegeeksout.com/six-things-you-can-do-today-to-be-more-disability-inclusive/>

The National Disability Authority of Ireland - <http://nda.ie/about-us/>

The Disability Federation of Ireland - <https://www.disability-federation.ie/>

Age

Individuals must not be discriminated against or excluded due to their age. Age discrimination can occur at any age and is not exclusive to certain age categories. Sing Ireland is already working hard to provide age-appropriate choral experiences for all. Some of these include the Irish Youth Training Choir, the Irish Youth Choir, and Ageing Voices.

It's important that there is an equal opportunity for all ages to participate in choral singing in Ireland. Choral and singing activities can often be focused on children and young people. Sing Ireland would like to encourage more opportunities for people in other age groups to enjoy the health enhancing benefits of choirs and groups singing.

Some Suggested Actions

1. Arranging age-appropriate choral experiences; consider how you can engage with harder to reach age groups.
2. Being conscious of selecting age-appropriate repertoire and of arranging age-appropriate activities.

External links:

Sing Ireland's Ageing Voices Resources and Workshops -

<https://www.singireland.ie/news/ageing-voices-resources-workshops>

Creative Aging International - <http://www.creativeageinginternational.com/> Tackling

ageism in the workplace - <https://www.irishtimes.com/special-reports/diversity-inclusion/tackling-ageism-in-the-workplace-1.4051106>

Religion

Individuals must not be discriminated against or excluded due to their religion. The last census showed that Ireland's religious tapestry has never been more diverse, with more people than ever either being of non-Christian religions or not being religious.

Being inclusive to all religion's means being sympathetic to all the commitments religions require of believers. Some individuals may have to fast or abstain from certain foods. Some activities or language may be considered blasphemous. Religious clothing must also be respected and considered when arranging the concert dress of a choir.

Some Suggested Actions

1. Being aware of religious holidays when scheduling rehearsals and concerts. 2.

Respecting all religious clothing.

3. Ensuring that the repertoire chosen isn't discriminatory against any religion.

External links:

A guide to a few of the religions practiced - <https://www.bbc.co.uk/religion/religions/>

A guide to Christian denominations - <https://www.pcabookstore.com/samples/13393.pdf> A

guide to religious clothing - <https://www.patheos.com/galleries/religious-clothing-explained=1>

Family Status

Individuals must not be discriminated against or excluded due to their family status. Family status is described as being in a parent/child relationship but does not limit itself to biological or adoptive parents of children under the age of 18. Individuals that are a resident primary carer or parents of a person with a disability are also considered to have family status. Discriminating against these individuals due the fact that they have family status is exclusionary.

Some Suggested Actions

1. Being compassionate to the demands of being a parent/guardian/carers and creating opportunities for these individuals to participate in choral singing.

External links:

Explanation and example of 'main carer' - <https://www.ihrec.ie/your-rights/i-have-an-issue-at>

[work/what-categories-of-people-are-covered-by-the-employment-equality-acts/explanation-of-main-carer/](https://www.equalityhumanrights.com/en/employment-equality-acts/explanation-of-main-carer/)

Marital Status

Individuals must not be discriminated against or excluded due to their marital status. Marital status can mean being in a marriage or civil relationship recognised by the State or not. Someone being excluded due to marital status could be made to feel different or less important than other people due to their marital status. A common example would be when single women persistently get asked if they are planning on getting married. The marital status of an individual shouldn't make an individual feel uncomfortable or judged. It's also important to remember that marital status isn't exclusive to being between men and women.

Some Suggested Actions

1. Being sensitive to an individuals' marital status and making sure that everyone from all kinds of marital status' is included and welcomed.

External links:

Explaining Marriage and Civil Partnership Discrimination -

<https://www.equalityhumanrights.com/en/advice-and-guidance/marriage-and-civil-partnership-discrimination>

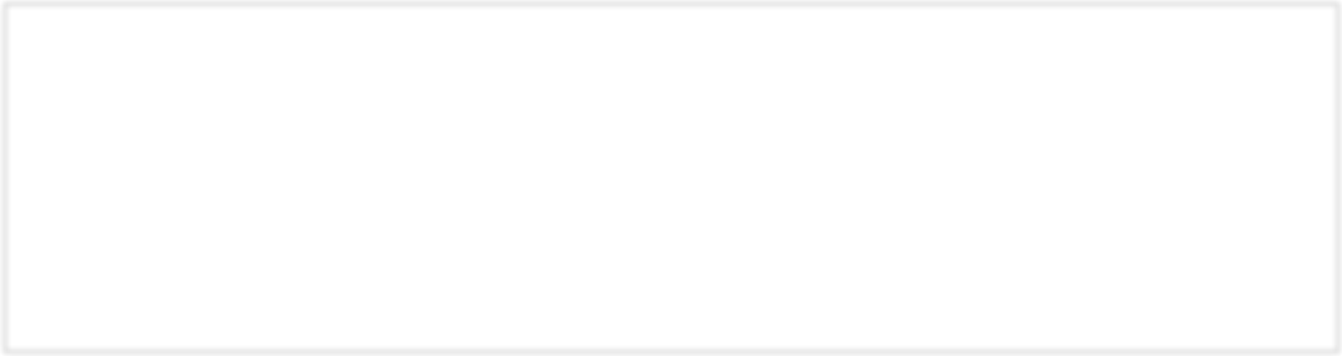
Rights of same-sex couples in Ireland

https://www.citizensinformation.ie/en/birth_family_relationships/cohabiting_couples/rights_of_same_sex_couples.html

Socio-economic status

Individuals must not be discriminated against or excluded due to their socio-economic status.

Sing Ireland is developing programmes and projects which would lead to choral participation being an option to all. To make this a reality, we have to consider the socio-economic status of individuals, and how this affects their ability to participate with singing groups and choirs in Ireland. Individuals that face financial difficulties may have the opportunity to participate in group singing removed as an option due to costs that they can't afford. Individuals that have lower socio-economic status may feel unwelcome to be a member of a choir that have more members with higher socio-economic status. Making everyone from every socio-economic group feel welcome is vital to be an inclusive and diverse group.



Some Suggested Actions

1. Ensuring that there are no financial barriers in place which would exclude some members of society from being able to participate.
2. Being compassionate to the individual circumstances of participants.
3. Ensuring that no one is excluded from social activities of the choir due to their socio-economic status.

External links:

Awareness of Socio-economic Diversity -

<https://poorvucenter.yale.edu/SocioeconomicDiversityAwareness>

Actions

As part of Sing Ireland's Equality, Inclusion and Diversity Policy, actions have been formed to guide the next steps of developing the inclusion and diversity in choirs and singing groups in Ireland. These actions are positive steps that we and our members can take to enhance the choir and singing group sector in Ireland through inclusivity and diversity. Some of the actions are:

1. Create opportunities for marginalised communities in Ireland to engage and experience choral music through performance opportunities or attending a performance by your group.
2. Create opportunities for extreme age demographics to engage with choir music; through attending performances or participating in choral activities.
3. Diversify the choral repertoire used and endeavour to include works by composers from backgrounds that often face discrimination.
4. Analyse the organisational structure of the group, and pinpoint opportunities to enable and encourage diversity within the choir or singing group.

With these actions Sing Ireland hope to be able to be more Inclusive and Diversify the choral and group singing sector in Ireland.

Incident pathways

When an incident of exclusion or discrimination occurs here are some steps a choir or singing group should take.

Organisational Investigation –

1. Contact the party that made the complaint. Find out if they want to make a formal written complaint. Set out a response timeline – 3-10 days is good practice.
2. If a formal complaint is being made investigate the complaint. Request a response or a submission from the party who the allegation refers to.
3. Convene a disciplinary panel (which includes an external panel member) to examine the submissions and all available evidence connected to the incident.
4. Having examined submissions/evidence, decide on the appropriate course of action.
5. Record all outcomes of steps 1-4 as they occur.
6. Take written reports of the panel's examination, stating clearly the actions it has taken and the reported complaint. Keep this written report as a record.

Civic Investigation – Report to statutory agency, Gardaí or another statutory agency.

Choirs and singing groups can be inclusive and diverse, and this can be the impulse to achieve excellence within groups and society. We, at Sing Ireland, believe that in leading by example we can begin to create positive change in the inclusivity and diversity of choirs in Ireland.