



## Equality, Inclusion and Diversity 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<sup>1</sup>: ensuring that everyone who lives in Ireland has the opportunity to engage with and participate in the arts, specifically group and choral singing. This approach will also be guided by the *Equal Status Acts 2000-2018*<sup>2</sup>, set out by the Irish Human Rights and Equality Commission.

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.
  - (2) Everyone has the right to the protection of the moral and material interests resulting from any scientific, literary or artistic production of which he is the author.
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.un.org/en/about-us/universal-declaration-of-human-rights>

[https://www.ihrec.ie/guides-and-tools/human-rights-and-equality-in-the-provision-of-good-and-services/what-does-the-law-say/equal-status-](https://www.ihrec.ie/guides-and-tools/human-rights-and-equality-in-the-provision-of-good-and-services/what-does-the-law-say/equal-status-acts/#:~:text=The%20Equal%20Status%20Acts%202000,membership%20of%20the%20Traveller%20community.)

[acts/#:~:text=The%20Equal%20Status%20Acts%202000,membership%20of%20the%20Traveller%20community.](https://www.ihrec.ie/guides-and-tools/human-rights-and-equality-in-the-provision-of-good-and-services/what-does-the-law-say/equal-status-acts/#:~:text=The%20Equal%20Status%20Acts%202000,membership%20of%20the%20Traveller%20community.)

## **Statement of Policy**

Diversity has been at the core of recent programmes organised by Sing Ireland. With 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.

## **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 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.

1. 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.
2. Provide external resources as to what is good practice and how to include every member of society.
3. Clearly outline how to deal with inequality and exclusion if it occurs within any of the singing groups or choirs in Ireland.
4. Create opportunities for marginalised communities to have choral/group singing experiences.
5. Create opportunities for children and young people from marginalised communities to experience choral/group singing.
6. 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.
7. Promote works composed by individuals from backgrounds that face discrimination most often.

8. Create opportunities for members to attend inclusion and diversity workshops to promote inclusion and diversity within their groups.
9. 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.
10. 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.