

## Case Study – IDEA (Inclusion, Diversity, Equity and Inclusion).

June 2023.

**Theme: ensuring that IDEA principles are understood and all staff have shared ownership of this work so that IDEA is the golden thread that runs through the whole organisation**

In the beginning IDEA was the responsibility of one senior member of **Leicestershire Music**. Training was given by this member of staff and there was buy-in from certain members of the organisation. However, there was a need to share the workload and ensure the importance of IDEA is shared amongst the organisation and it becomes the golden thread throughout everything we do.

The initial support for IDEA came from the MEHEM (Music Education Hubs of the East Midlands) in the form of an external EDI consultant who looked at a strategic overview for the East Midlands comparing data but also devised a strategic plan for each individual music hub.

The hubs involved in this consortium were **Leicestershire Music**, Lincolnshire Music, Nottingham Music Hub, Nottinghamshire Music, Derbyshire Music Hub, and Northampton Music Hub

Continuing this good work from the MEHEM EDI consultancy, **Leicestershire Music** created a paid position for an EDI Champion who was not part of the existing Leadership Team. This ensures that the IDEA message is strong, Leicestershire music doesn't have one voice driving this work forward. Shared responsibility and ownership is key to the development of IDEA within an organisation.

Having more than one person driving change with IDEA has given **Leicestershire Music** the opportunity to co-deliver training sessions with staff. On one such staff development session, an example from our website was used as a Think Piece. Leicestershire Music had put out a call to young people to recruit to our youth council. The phrasing that we used on our website was as follows:

***Are you aged 16 to 25?***

***Want to have a voice and support music-making for young people in Leicester and Leicestershire?***

***Do you identify as; black, Asian, ethnically diverse, disabled or have a protected characteristic?***

Then there was a response to this advert from a member of the Leicestershire Music team:

*"I've got a slight concern about some of the language- the part that says "we are looking to recruit young people who identify as...." I think for 100% inclusivity, maybe the wording is more along the lines of "we wish to have representatives from all backgrounds as to truly reflect the diversity both locally and nationally"*

## How would you respond?

### Youth Voice

- Are you aged 16 - 25?
- Want to have a voice & support music making for young people in Leicester & Leicestershire?
- Do you identify as Black, Asian, Ethnically Diverse, Disabled or have a \*protected characteristic?



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This was then opened up to all staff in the room (a mix of Business support staff, Music Leaders, Team Leaders and Senior leaders) to discuss the statement and the response. Lots of different views were shared and there was a real coming together of minds when a member of the team stated ‘we have the answer in the room’

Following on from the whole staff discussion it was then revealed the comment from the person that was concerned about the language was made by the EDI Champion. This was handled in a positive way and there was absolutely no blame about having different starting points of understanding. Positive relationships and trust were reinforced between the EDI champion and the Senior Lead for IDEA and it was made very clear that is okay to get things wrong. The message was given that we are continually learning about IDEA and it’s ok to view the world through our own lens, but we need to develop our lens so that is inclusive of those with protected characteristics.

The session then continued with an explanation about the reasoning behind the statement that was put on the website.

*‘By putting a call out specifically for underrepresented groups to be part of the youth ambassadors group we are welcoming those voices who are usually excluded from the conversation viewing this through a white heterosexual/able-bodied lens looks very different to a truly inclusive lens. The statement asking for underrepresented groups to be involved is about equity this is deliberate because it is good practise and inclusive. A common misconception here is that this is seen as dumbing down the validity of able bodied / white / privileged people this is most definitely not the case.*

The view that was shared in the e-mail may have been interpreted as parallel to the Black Lives Matter movement (when we’re thinking about race) and championing the ‘all lives matter’ train of thought.

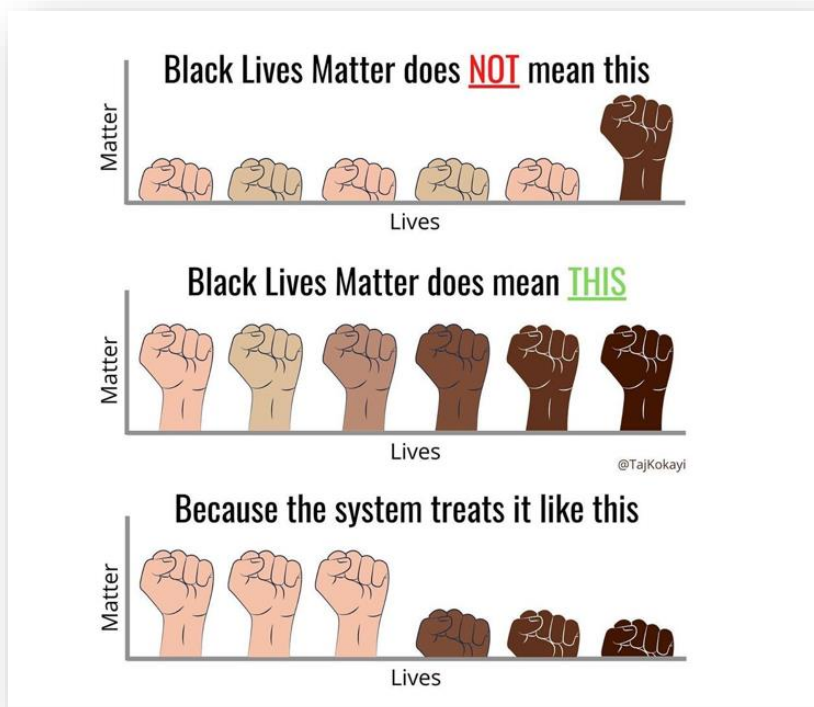
## Response

By putting a call out specifically for underrepresented groups to be part of the Youth Ambassadors group we are welcoming those voices who are usually excluded from the conversation.

Viewing this through a white / heterosexual / able bodied lens looks very different to a truly inclusive lens. The statement asking for underrepresented groups to be involved is about equity. This is a deliberate because it is good practice and inclusive practice. A common misconception here is that this is seen as 'dumbing down' the validity of able bodies / white / privileged people. This is most definitely not the case.

The view you shared in your email may be interpreted as parallel to the Black Lives Matter movement (when we are thinking about race) and championing the 'all lives matter' train of thought. Here is an [infograph](#) that illustrates it [really well](#):

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The session ended on a real high, conversations about IDEA continued into the coffee break and team members asked if they could do more of this type of discussion activity.

This was a real positive step for our organisation, it is of paramount importance that the relevance and strategy for IDEA is led by staff from different levels of the organisation and a true sharing of ideas and views can be shared in a supportive environment without the fear of being shut down for 'getting it wrong.'