

I'M IN

The Inclusive Music Index

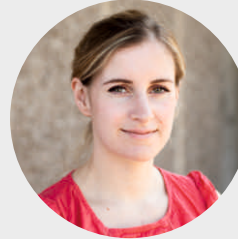
After two years of development, Music Masters launched I'M IN – The Inclusive Music Index this summer with 70 organisations from right across the UK registered to take part in our trial version of the tool, including the London Symphony Orchestra, Royal College of Music, City of Birmingham Symphony Orchestra, and Music Teachers Association.

Each organisation is using I'M IN – our online audit and strategy tool – to better understand where they can achieve success in diversity and inclusion. By helping organisations reckon with the complexities that underpin inequality in our sector, together we will begin to build a richer, more inclusive music sector. We are motivated to do this so that young musicians from all backgrounds, including those we work with every day, can inherit a stronger and more creative musical future.

Rob Adediran, Diversity and Inclusion Advisor for Music Masters, spoke to the MTA Podcast *Teaching Notes* in July, saying, "It's important that all diversities are represented in the music we make. We want our music to tell the stories of the whole nation, and I firmly believe the more people involved telling the stories through music, the better that musical output will be."

The tool, which we developed with *AlixPartners* and *Frost Included* in 2017/18 combines a powerful set of questions which get beneath the surface of diversity issues, such as a lack of representation within the workforce, with analysis from diversity and inclusion specialists. It also provides a scaffold for meaningful conversations on what are complex and hard to navigate issues.

Roz de Vile is the Chief Executive Officer of Music Masters



So far, we have taken 30 organisations through this process and are currently working with another 40, with many of them exploring these themes with a level of detail that hadn't been possible before. We are working with many of the biggest brands in classical music and some of the most innovative community-led organisations. Many of the challenges they face are common, but each organisation requires a tailored response that addresses their particular context. I'M IN is flexible enough to do that, and we have been excited to see the initial results, as understanding and awareness grow and organisations identify steps they can take to create more inclusive cultures for the benefit of all.

Quotes from some of the participants: *"It was great to hear your reflections and having the recommendations and priorities in the report is really useful for our next steps. I'm really hopeful that this will help us to make a lasting change..."*

"Thank you so much for your great workshop with us yesterday, and for being so generous with your time. I found it an incredibly useful session and also a confidence booster in terms of how we should move forward. This has been such a positive and challenging process for us, and I look forward to continuing with it."

"Thank you so much for this insightful report. We are excited about sharing the feedback with our wider team and taking action!"

musicmasters.org.uk/advocacy/im-in

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