



The Contemporary Music Centre, Ireland
Equality, Diversity and Inclusion Policy
Reviewed : July 2025

Equality, Diversity and Inclusion (EDI) at The Contemporary Music Centre

The Contemporary Music Centre (CMC)'s mission is to support all artists active in new music on the island of Ireland to reach their artistic potential.

Context

At CMC we are committed to the principles of equality, diversity and inclusion in achieving this mission, encompassing gender identity, civil status, family status, socio-economic status, sexual orientation, religion, age, disability, race, and membership of the Traveller community. We recognise and adhere to the [Employment Equality Acts 1998–2015](#) and the [Equal Status Acts 2000–2018](#) and the [Arts Council's Equality, Human Rights and Diversity Policy](#).

We recognise that this is a key moment in our understanding of the needs of our sector, and we see the need to instill these values more deeply into the core of our work, and to expand our vision to look more actively at our role within the wider contemporary music sector in Ireland. In particular, we acknowledge the need to examine ideas of representation and responsibility in all aspects of our work, and to be accountable for that work.

We acknowledge that CMC has a role in and responsibility for fostering a wider creative culture which also holds the principles of EDI at its core and which challenges our assumptions around who is a contemporary music artist. We are committed to creating an environment in which contemporary music artists from all backgrounds are heard, supported and respected, and where barriers to entry are identified and reduced.

CMC is committed to creating a safe environment for the creation of music, in which all artists and arts workers feel welcomed and encouraged to participate. CMC is committed to dignity in the workplace and has adopted the [Safe to Create Code of Behaviour](#), in which we have pledged to create a safe, inclusive, respectful workplace where artists, arts workers and creatives can thrive, free from all forms of harassment, discrimination, bullying and violence. Through our core activities, artist-led projects, and research, CMC actively works to engage with and respond to the diverse needs of the community of music-makers on the island of Ireland. By leading by example and

fostering a culture of continuous curiosity that actively seeks to address questions of legacy and representation, we empower all artists in our community to reach their artistic potential.

Leading by Example

CMC is committed to leading by example in the creation of an artistic culture that fosters and celebrates diversity of expression, and acknowledges that this work must start with change within the organisation.

As part of our EDI three-year action plan, CMC has committed to creating a Decision Pathway, a set of documents that outlines our values as well as best practices for decision-making, in which the principles of equality, diversity and inclusion are core. These documents will ensure that representation and balance will be considered at all levels of decision-making, and that we always challenge our assumptions and ask ourselves who is not included and why. This Decision Pathway is an internal decision-making framework that ensures EDI values are embedded in how we **select, support, and work** with artists, and will include **new guidelines** for calls for works, panel decisions and more based on international best practices as well as the feedback given directly by our community. Key to this Pathway will be asking ‘who is in the room?’, formalising our commitment to ensuring that no decisions are made on behalf of artists without hearing from those artists.

A major first step in developing a new set of Decision Pathway documents will be a **revised Associate Artist Representation Policy**¹, which will be developed in consultation with artists active on the island of Ireland from a variety of backgrounds and artistic practices.

In addition, CMC will continue to **advocate for equitable pay and conditions** for all artists and arts workers we work with, conducting regular research and review of its payment guidelines. This includes additional provision of the needs of and support for those with caring responsibilities.

¹ The reform of this policy is in development. See current policy (as of July 2025): <https://www.cmc.ie/resources/composer-resources/artist-representation-cmc>

All project partners working with CMC will be required to also adhere to our policies and best practices.

Discovering

CMC is committed to continuous curiosity and discovery about the diversity of artistic expression existing within the island of Ireland. We will **actively** seek out artists from groups who have been historically underrepresented, neglected or otherwise excluded from participation in new music creation.

CMC acknowledges that there are a variety of historical, educational, political, economic and social reasons why people have been excluded from full participation in our sector, and will work to create initiatives that actively invite and welcome previously underrepresented artists into our contemporary music community. CMC will interrogate these reasons and the power structures inherited from our social and artistic legacy on an ongoing basis in the creation of new policies and projects.

Ensuring all artists are heard

At CMC we understand that personal identity is a key part of creative expression for many artists, and support artists in that expression. We also recognise that personal diversity manifests as a diversity of artistic expression, and we commit to being open-minded in our understanding of the many forms this can take.

CMC will continue to create performance, conversation and other initiatives that create opportunities for artists to feel empowered to share their identity, music, opinions and ideas in a supportive environment, and to have their voices heard by the community, and by CMC. Guidelines and policy documents such as our **Respectful Collaboration Guidelines**² and **Codes of Conduct** will provide a safety net for artists and arts workers to participate safely and with confidence. We also commit to finding out more about the artists already connected with CMC (either through Associate Artist Representation, or other projects), in order to discover and celebrate more of their unique selves and ensure we are properly supporting their needs. We recognise that individual artist's needs may change across their lifetime, and will be open to feedback on how best to support those artists. To achieve this, CMC will establish a dedicated channel of support

² CMC's **Respectful Collaboration Guidelines** and **Codes of Conduct** are in review and will be linked to this document once published.

for all artists where any feedback, issues or complaints can be heard in a confidential environment.

Action Plan

CMC's EDI Action Plan (2025-2027) has two key areas of focus*:

1. Organisational review: including the detailed review of our representation policy, developing Decision Pathway documents, implementing new codes of conduct as well as ongoing staff training and development

and

2. Improving accessibility to persons with access needs, such as those with disabilities or needs associated with aging.

As part of CMC's Three-Year EDI Action Plan, we are committed to:

- Examining and interrogating the historical, social, political and economic reasons behind underrepresentation on an ongoing basis, as well as reconsidering the legacy of the past
- Continuing our ongoing work in advocating for gender balance in contemporary music through research such as the Uneven Score publication and initiatives like the Brigid Residencies and Access Point sessions
- Conduct annual reviews of artist demographic data from among CMC Associate Artists to track changes in representation across gender, race, disability and socio-economic background, beginning with an extensive survey in Q4 2025
- Ensuring a diversity of voices is included across all layers of decision-making, including actively seeking new and underrepresented voices for inclusion in the CMC Board of Directors
- Creating a set of Codes of Conduct for the CMC building, online platforms and projects that ensure safe environments for all participating artists and arts workers, in line with the Safe to Create Code of Behaviour
- Implementing a Decision Pathway Checklist, to be applied to all policy and project decisions that asks 'who is in the room?', and providing a checklist to ensure the principles outlined in this policy are part of decision-making at every level

- Seeking ongoing training with organisations to help address institutional blind spots and underrepresented groups
- Examining all CMC's internal processes and Associate Artist Representation policy with the goal of increasing the diversity of the artists we interact with, following our dedication to curiosity and discovery
- Ensuring all application, submission and call processes are accessible and open to a variety of response types (e.g. text, video, audio submission)
- Creating a dedicated point of communication for artists to bring complaints, feedback and requests regarding support, access or representation, safely and without judgement
- Improving access for persons with disability across our online (website) and physical building and events, in consultation with industry experts and artists
- Recognising that each individual's needs can change across their lifetime, and to being open and responsive to sensitive feedback, requests and needs
- Publishing accessible (e.g. large-print, screen-reader friendly) versions of all governance and other important documents
- Maintain a policy of 'ask and invite' - actively ask artists we work with what support they need, and invite them to participate on their own terms
- Continuously examine and review the language we use in our communications to ensure it is inclusive
- Seeking to raise funds and capacity to hire a dedicated EDI officer to review our progress and suggest new initiatives to reach new artist groups on an occasional basis

** priority focus areas discovered through our EDI review 2024/25*