



Manifesto for Musical Inclusion and Social Justice

Why a Manifesto?

Sound Connections has initiated this Manifesto to get people thinking about the organisational and structural change that is needed in order for the music education sector to truly move from inclusion projects to inclusive and socially just organisations. Practically speaking, there are three things we hope the Manifesto will be useful for:

- To be a call to action and provide the music sector with ideas, examples and resources
- To provide a framework for Sound Connections to plan our workforce development programme (which is a mechanism through which we can support individuals and organisations)
- To help us instigate organisational change within Sound Connections: even though inclusion is a priority for us, we don't always get it right, so as much as we encourage others to use the Manifesto we will be using it internally to make changes ourselves

We hope the principles and actions in the Manifesto challenge everyone working in, or associated with, music education - particularly those in senior roles who have most power and opportunity to instigate change.

What do we mean by Inclusion and Social Justice?

Inclusion = "the action or state of including or of being included within a group or structure." In the context of music education, Youth Music describe it as "an approach to music teaching and learning that means all children and young people can make music, whatever their background or circumstances. It's about embracing every style and genre of music. It's about creating access to music-making in the first place, and providing the right support and opportunities so that young people can progress on their individual journey. And it's about music leaders having the right skills and resources to help each young person fulfil their potential."

Social justice = justice in terms of the distribution of wealth, opportunities, and privileges within a society.

What are we going to do with the Manifesto?

Sound Connections delivers a programme of activities to support the music workforce and sector. Our aim is to bring the Manifesto to life through this programme, which includes digital resources, case studies, training sessions, network meetings, bursaries and mentoring. We hope that in doing so, the Manifesto will be a usable tool supported by real, practical examples, evidence and resources.

A collaborative Manifesto – we need your ideas and input!

We definitely don't have all the answers, so we would like other people and organisations to contribute ideas, case studies etc. To get ideas bubbling, we have collated some suggestions based upon the work we have been doing through things such as the Music and Social Justice Network, the London Early Years Music Network and Wired4Music (music network for people age 16-25)

Principles for inclusive, socially just organisations

1. Change comes from the top and everyone is involved
2. Power dynamics are broken down through consultation and collaboration
3. Organisational culture is reviewed and reflected upon regularly – people feel able to challenge negative aspects of workplace culture and space is created for them to do so
4. We listen, learn and change – in particular we are proactive about connecting with and learning from people who have different lived experience to ourselves
5. We focus on participants' strengths and potential, not barriers, limitations or weaknesses ('asset-based' rather than 'deficit model' approach)

Example actions and resources

Action	Example/resource (if available)
People with privilege are mindful of their privilege and are proactive about sharing power.	Neon Power and Privilege guide
Consultation and collaboration is built into programme design and business planning from the earliest stages – in particular we seek input from people with different lived experience to our own.	Toby Laurent-Belson guide to community consultation and collaboration
Young people and staff collaborate, and share power and decision-making.	Sound Connections youth voice resources
Every board or advisory group includes people under the age of 25.	Sound Connections young trustees guidance
Organisations implement anti-racism policies.	Anti-racist organisational change tool
Mental health and wellbeing is prioritised for participants and the workforce.	Mind Wellness Action Plans
The social model of disability is at the heart of planning events, projects and programmes.	Blog and resources from Drake Music
Opportunities are created for all ages, so that there is equitable opportunity from Early Years to post-18.	Early Years – Tri-Music Together Post-18 – Wired4Music
Practice and pedagogy is child and young person centred.	Youth Music quality framework
Personal and social outcomes are valued equally to musical outcomes.	Youth Music outcomes framework
All musical styles, approaches and progression routes are valued equally.	Youth Music inclusion guide for Music Education Hubs
There is a culture of learning and reflection – eg supporting staff to build learning and reflection into their working day and providing a library of reading/resources about inclusion and social justice.	<i>Example to be found.</i>
Meetings are treated as a facilitated space rather than a led or directed space.	<i>Example to be found.</i>
Recruitment processes are reviewed and provide equitable opportunity – eg different styles of application are encouraged to suit different communication needs/preferences; recruitment panels are diverse.	<i>Example to be found.</i>
Ethics are the main driver for how organisations operate.	<i>Example to be found.</i>