



MEC's vision is a future where music education enables everyone to connect, grow, and thrive

3 strategies for reframing belonging through equity

MTA conference 15.05.26

Panel members



**Michaela
Harmson**
Leicestershire
Music



Clare Edwards
Young Voices



**Aleksander
Szram**
Trinity Laban



Caro Cooke
Multidisciplinary
artist / educator



**Sharon Jagdev
Powell**
Black Lives in
Music / Brent
Music Academy

Protected Characteristics



Protected characteristics are nine personal traits covered by the Equality Act 2010 that it is against the law to discriminate against.



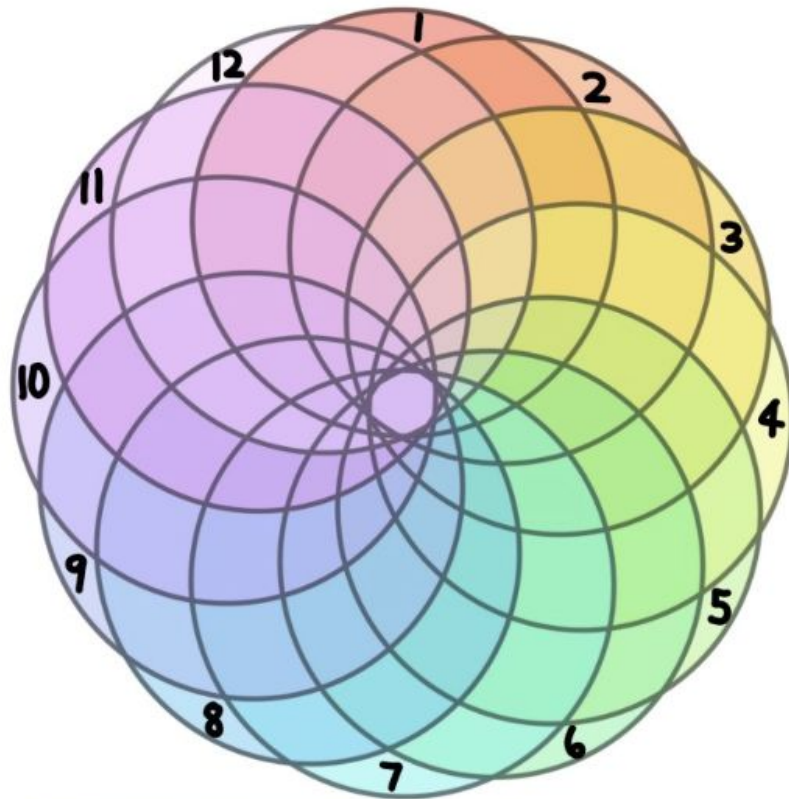
Equality Act 2010

Protected Characteristics



1. **Age** – being a particular age or age group.
2. **Disability** – a physical or mental condition with long-term impact.
3. **Gender reassignment** – changing or intending to change gender.
4. **Marriage and civil partnership** – being married or in a civil partnership.
5. **Pregnancy and maternity** – being pregnant or on maternity leave.
6. **Race** – colour, nationality, or ethnic origin.
7. **Religion or belief** – religious or philosophical beliefs, or none.
8. **Sex** – your gender
9. **Sexual orientation** – attraction to the same, opposite, or more than one gender.

INTERSECTIONALITY



- 1 Race
 - 2 Ethnicity
 - 3 Gender identity
 - 4 Class
 - 5 Language
 - 6 Religion
 - 7 Ability
 - 8 Sexuality
 - 9 Mental health
 - 10 Age
 - 11 Education
 - 12 Body size
- (...and many more...)

Equality vs equity

EQUALITY:

Everyone gets the same – regardless if it's needed or right for them.



EQUITY:

Everyone gets what they need – understanding the barriers, circumstances, and conditions.



Copyright 2022 Robert Wood Johnson Foundation

Music
Education
Council

Systemic Barriers to belonging



1. **Access** – ability to get in, join in, and take part.
2. **Attitudinal** – people’s assumptions, prejudices, or low expectations.
3. **Communication** – information not shared in clear or accessible ways.
4. **Cultural** – values or traditions that exclude certain groups.
5. **Educational** – unequal chances to learn, train, or develop skills.
6. **Financial** – costs that stop people from joining in.
7. **Geographical** – where opportunities are located, hard to reach.
8. **Physical** – buildings, spaces, or equipment that aren’t accessible.
9. **Policy/structural** – rules, systems, or processes that block inclusion.
10. **Technological** – digital tools or equipment not designed for everyone.
11. **Traditional** – “the way things have always been done” that limits change.

Three strategies



- 1 Getting comfortable with being uncomfortable
- 2 Welcome people who are not accessing our services
- 3 Flexibility – there's 'no one size fits all.'



Panel members



**Michaela
Harmson**
Leicestershire
Music



Clare Edwards
Young Voices



**Aleksander
Szram**
Trinity Laban



Caro Cooke
Multidisciplinary
artist / educator



**Sharon Jagdev
Powell**
Black Lives in
Music / Brent
Music Academy

**Come and
join us**

