



Sligo Jazz Project: Equality, Diversity and Inclusion (EDI) Policy

Updated November 2025

1. Introduction

The Sligo Jazz Project (SJP) is an internationally recognised centre for jazz education and performance. We are dedicated to fostering an inclusive, equitable, and respectful environment for our participants, audiences, artists, faculty, staff, volunteers, and partners. Jazz is a global music born from diversity and collaboration, and we believe our organisation must actively reflect these roots.

This Equality, Diversity, and Inclusion (EDI) Policy provides a transparent framework for embedding these values into every aspect of our operations, from governance and programming to community engagement and communications. We are committed to the ongoing work of removing barriers to access, participation, and representation.

2. Purpose of the Policy

This policy is designed to:

- Affirm our core values and commitment to EDI.
- Provide a clear framework for integrating EDI into all SJP activities.
- Establish measurable actions and outcomes for accountability.
- Foster a culture where diversity is celebrated, and everyone feels they belong.

3. Scope

This policy applies to all SJP employees, board members, faculty, artists, volunteers, participants, partners, and audience members.

4. Our Commitments

A. Organisation and Governance

Goal: To ensure our leadership, staffing, and operations reflect and champion EDI principles.

Actions:

- Integrate EDI principles into recruitment for all staff, faculty, and board roles.
- Review EDI progress at least twice annually at board meetings.
- Provide annual EDI training for board, staff, and key volunteers.
- Actively seek to diversify our board through succession planning.

Outcomes and Evaluation:

- Track demographic data of board, staff, and faculty annually.
- Gather feedback via annual staff/volunteer experience surveys.

B. Artistic and Educational Programme

Actions:

- Proactively programme and hire faculty that reflects a diversity of backgrounds, genders, ethnicities, and artistic voices within the jazz world.
- Ensure our curriculum and repertoire selection includes a wide range of cultural influences and perspectives.
- Maintain our foundational **no-audition policy** for the Summer School to welcome musicians of all stages and backgrounds.
- Offer **bursaries and subsidised places** specifically targeted at underprivileged and underrepresented musicians.

**Outcomes and Evaluation:**

- Track representation data across faculty and programme strands.
- Evaluate participant and artist experience through post-event surveys.

C. Community Engagement and Access

Goal: To build authentic, long-term relationships with diverse communities in Sligo and beyond.

Actions:

- Develop partnerships with organisations representing marginalised communities (e.g., asylum seekers, refugees, socio-economically disadvantaged groups).
- Provide complimentary tickets for asylum seekers, refugees, and community partner groups to integrate them into our festival community.
- Host free, public events like jam sessions and afternoon concerts to lower barriers to entry.
- Continue to offer and expand our year-round educational workshops in the community.

Outcomes and Evaluation:

- Monitor participation from community partner groups.
- Incorporate community feedback to improve engagement initiatives.

D. Audience Development and Accessibility

Goal: To increase access to our events and remove physical, financial, and perceptual barriers.

Actions:

- Prioritise working with venues that meet accessibility standards and communicate access information clearly.
- Explore enhanced accessibility measures such as Relaxed Performances.
- Provide a range of ticketing options, including free events and low-cost tickets, to ensure financial barriers do not prevent attendance.

Outcomes and Evaluation:

- Collect anonymised audience demographic data and feedback.
- Conduct an annual review of venue accessibility and ticketing structure.

E. Communications

Goal: To ensure all our communications are clear, inclusive, and accessible.

Actions:

- Use plain language in all public-facing materials.
- Ensure our website and social media adhere to accessibility best practices (e.g., alt-text for images, captioned videos).
- Audit our communications for inclusive language and imagery.

Outcomes and Evaluation:

- Gather audience feedback on the clarity and accessibility of our communications.
- Conduct an annual review of our digital accessibility.

5. Monitoring and Evaluation

SJP is committed to the continuous implementation and improvement of this policy. We will formally review and update this policy annually. Our progress will be measured through:

- Annual participant, audience, and artist surveys.
- Feedback from community partners and focus groups.
- Internal review of EDI actions and outcomes by the board and staff.

This is a living document that will evolve as we learn and grow in our commitment to making jazz a space for everyone.