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## Music for Galway

### Equality, Diversity and Inclusion Policy

Version 1.0, 20<sup>th</sup> February 2025

#### About Music for Galway

Founded in 1981, Music for Galway is a leader in classical music development in Ireland. We partner with organisations on local, national, and international levels to programme an annual series of live concerts, events, and unique festivals, and provide unparalleled experiences for artists and audiences in the West of Ireland. We collaborate with major orchestras, choirs, ensembles, and soloists, with a focus on engaging new audiences. In partnership with the University of Galway, we provide bespoke professional developments for music students in Galway. As well as promoting musical performance and appreciation, Music for Galway has developed music as an art form through many activities: the organisation supports musicians by providing a platform to perform, it commissions composers, it is increasingly active in programming for children, and advocates for proper infrastructure for music and performance in the West.

#### Policy Context

Music for Galway's Equality, Diversity and Inclusion Policy aligns with our current Strategy (2023-2026), as well as the Arts Council's Equality, Human Rights and Diversity (EHRD) Policy. Furthermore, the policy recognises existing equality legislation, including the Employment Equality Acts (1998, 2015), the Equal Status Acts (2000, 2018) and Section 42 of the Irish Human Rights and Equality Act 2014, otherwise known as the Public Sector Equality and Human Rights Duty. Music for Galway's mission and values (detailed below) reinforce our commitment to inclusion and accessibility for both audience members and musicians. We are aware that a focused and robust approach is required to ensure that principles of equality, diversity, and inclusion are clearly embedded in all that we do, and to ensure that EDI values and initiatives are evident at all levels of the organisation and within the programmes we create and support. Music for Galway is committed to implementing measures that foster equal opportunities, accessibility, and outcomes for all individuals in Galway city and surrounding areas. The policy has been developed with an understanding that evaluation, and reporting are necessary to ensure the ambitions of the policy are realised.

#### Music for Galway's Mission



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Music for Galway Board: Mark Gantly, chair | Delia Breathnach | Cyril Briscoe | Alice Kelly | Anne O'Maille  
Liz McConnell | Claire McLaughlin | Dan Shields | Ludmila Snigireva  
CEO: Anna Lardi | Artistic Director: Finghin Collins



- To present world-class performers of classical music to inspire the people and communities of Galway and beyond, and to enable more engagement with classical music.
- To support creativity through development and performance opportunities for artists, commissioning new works, and collaborating across art forms.
- To lay a foundation for the future through programmes that give young people the opportunity to connect with classical music.

## Our Values

- **EXCELLENCE:** We present a programme of activities which meets the highest standards of artistic excellence, and we endeavour to match these standards in every aspect of our operations, through resourcefulness, resilience, and innovation
- **RESPECT:** We respect all the people that we encounter, the spaces we work in and the environment in which we all live
- **BOLDNESS:** We are independent, innovative and courageous in our choice of themes, programmes, projects, performers and venues. We are strong in advocating for the arts and vital arts infrastructure in Galway
- **COMMUNITY:** Our programme of music enriches the broad community in which we live. To deliver that programme, we are inclusive, drawing on a music community that is global and diverse. Accessibility for and engagement with the entire community is at the forefront of our minds

## Policy Principles

**People** are at the heart of everything that we do. Our Equality, Diversity and Inclusion Policy articulates our commitment to key principles of equality, specifically in relation to promoting accessibility and participation for all audience members and musicians, regardless of gender, civil status, family status, sexual orientation, religious belief, age, disability, race, ethnicity, membership of the Traveller community, or socio-economic status.

We believe that everyone should have the opportunity to develop to their full potential and should not be treated less favourably due to any personal characteristic. We are aware that barriers to participation have prevented artists, audiences, and participants from fully enjoying opportunities to engage with and participate in the performing arts.



Our commitment to equality, diversity, and inclusion seeks to recognise, respect, and value differences in order to promote an inclusive culture for all people who engage with Music for Galway.

## Implementation and Evaluation of EDI Policy

Music for Galway is committed to promoting the values of equality, diversity, and inclusion and integrating them into its structures, actions and culture.

In order to fully implement and embed our EDI policy, we have formulated a clear and measurable Policy Action Plan. This will be led by the CEO of Music for Galway with the overall team responsible for its delivery. The evaluation of its implementation will be at 6-monthly intervals thereafter, alongside our organisational strategy.

### Action Plan:

#### 1. Audience

##### 1.1. Financial accessibility:

- Social Inclusion Ticket - 50% on standard ticket price available to full time students, asylum seekers, people in receipt of job seeker allowance and disability allowance.
- Free events such as Lunchtime concerts and MfG in the Community

##### 1.2. Mobility:

- Venues chosen with maximum accessibility in mind (to considerable extra cost).
- Information regarding accessibility on all venues on website

##### 1.3. Social access

- Lunchtime Series Arts in Action at University of Galway – four concerts per annum: Our lunchtime performances are designated as *Relaxed Performances*. This means that in this context we strive to create a welcoming space for everyone, to provide a chance for us all to enjoy the best of music with the understanding that some of us may benefit from a more relaxed setting. To make these concerts more accessible, rather than producing written programme notes, the artists will introduce the pieces they have chosen. This also means that we all (including the artists) will be accepting and welcoming, should there be more movement or sound in the room. In this context we embrace the fact that enjoyment comes in all shapes and sizes!
- ‘MfG in the Community’ programme. Two concerts planned in 2026 and four concerts in 2027. MfG is in dialogue with various communities (Brothers of Charity,



Traveller Services, Schools for children with disabilities) to explore how music can be brought to them.

## 2. Artists

### 2.1. Programming:

- consciously include works by female artists when programming. Mix old and contemporary.

### 2.2. Choice of artists:

- Aim for gender balance.
- Chose young emerging artists, established and older artists.

### 2.3 Commissioning:

- Gender balance: We continue to keep a balance between commissioning male and female composers. This has been at the core of commissioning for MfG since its inception over 40 years ago. It has been shown in the research carried out by CMC, where MfG is at the forefront in this field nationally.

TO BE REVIEWED BIANNUALLY