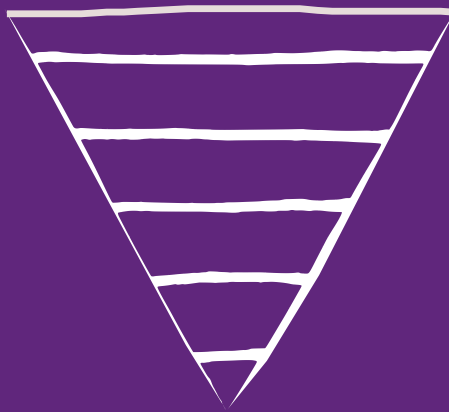


# The BIT Collective Charter of Good Practice



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The mission of the collective is to identify, explore and address issues pertaining to equality and diversity within the Scottish traditional arts.

We aim to be a diverse and inclusive community of practice with the shared objective of instigating positive change.

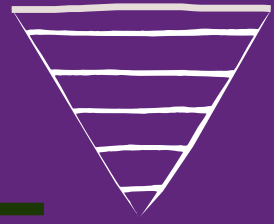
This charter highlights areas of inequality and encourages improvement.

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**Festivals & Venues | Artists & Performers | Audiences  
Agents & Promoters**

# Contents

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Guidelines for a range of stakeholders in the folk and traditional music scene to encourage equality.

**1 - Festivals & Venues**

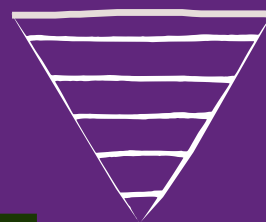
**2 - Agents & Promoters**

**3 - Artists & Technical Staff**

**4 - Audiences**

# Festivals & Venues

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## Understanding

General awareness across the organisation of issues relating to equality in music, and training/information for employees and volunteers.

## Staffing

Move towards gender balance across all levels of staff – volunteers, employees, board members, managerial roles  
Gender balanced decision-making panel for all new appointments.

## Programming

Strive to programme events with a minimum of 40% non-male performers; this balance may be met across a week, month, season or set number of performances at your discretion. This balance is met if 40% of acts are led or fronted by women.

Programming teams should themselves be gender balanced.

## Access

The venue should have full access to people with disabilities.

## Monitoring and Evaluation

Set targets, monitor and evaluate progress, and make information available to the BIT Collective.

## Celebrating Good Practice

Promote and share good practice through press, social media and events.

## Committing to Good Practice

Integrate BIT Collective Charter of Good Practice into organisation's values and share and communicate to performers/collaborators/partners/audiences.

## Policies

Review, improve and clearly communicate current equalities policies and practices to ensure the needs of people of all backgrounds and groups are considered and wherever possible supported

## Marketing

Be aware of issues of gendered marketing

Adapt use of language in marketing (including onstage introductions and social media) – avoiding gendered or sexist remarks, remarks on appearance, etc

## Supporting Parents and Carers

Provide support to parents and carers:

- Safe spaces for staff and performers with families
- Information on reputable local childcare
- Gender neutral toilets with baby changing facilities
- Clear information supplied to all performers without having to ask

Find support at [www.pipacampaign.com](http://www.pipacampaign.com)

# Agents & Promoters



## **Understanding**

General awareness across the organisation of issues relating to equality in music, and training/information for employees and volunteers.

## **Programming**

Strive to programme events with a minimum of 40% non-male performers; this balance may be met across a week, month, season or set number of performances at your discretion. This balance is met if 40% of acts are led or fronted by women.

## **Policies**

Review, improve and clearly communicate current equalities policies and practices to ensure the needs of people of all backgrounds and groups are considered and wherever possible supported

## **Celebrating Good Practice**

Promote and share good practice through press, social media and events.

## **Committing to Good Practice**

Integrate BIT Collective Charter of Good Practice into organisation's values and share and communicate to performers/collaborators/partners/audiences.

## **Marketing**

Be aware of issues of gendered marketing. Discuss with artists if gender should be highlighted or acknowledged in promotional material - this is the artist's choice.

## **Supporting Parents and Carers**

Provide support to parents and carers. Ask if you can help. Choose artists by merit regardless of caring responsibilities - give support to make performing and touring possible. Support at [www.pipacampaign.com](http://www.pipacampaign.com)

## **Monitoring and Evaluation**

Set targets, monitor and evaluate progress, and make information available to the BIT Collective.

## **Agents**

Consider diversity when taking on new artists. Consider the current diversity of your clients and what you can do to help equality in music.

# Artists and Tech Staff

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## **Understanding**

Educate yourself about issues relating to equality in music.

## **Awareness**

Check your own privileges and subconscious biases. Reflect on who you choose to work with, and how you treat them.

Don't make assumptions about others' health, family or work situations. Offer work to other technicians or artists with equality and diversity in mind.

## **Transparency**

Be honest about your situation. If you need support ask for it - i.e childcare or health related support.

## **Support**

Support your colleagues and peers. Trust and listen to those who report prejudice or inequality.

## **Respect**

Treat other artists, performers and industry workers with respect. Report any incidents of harrasment to venue staff or to the Musicians' Union.

## **Celebrating Good Practice**

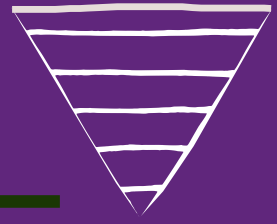
Promote and share good practice through press, social media and events.

## **Committing to Good Practice**

Integrate BIT Collective Charter of Good Practice into your own values and share and communicate to performers/collaborators/partners/audiences.

# Audiences

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## **Understanding**

Make an effort to understand issues of inequality within the music scene.

## **Support**

Attend gigs and support all performers; including minority ethnic groups, female, non-binary and queer performers- festivals and bookers want acts that pull an audience

## **Respect**

Treat both performers and audiences members with respect.

If you witness harrasment of any kind report to venue staff.

## **Celebrating Good Practice**

Tell your friends and share on social media about great gigs you go to, and line-ups you admire

## **Committing to Good Practice**

Integrate BIT Collective Charter of Good Practice your own values and share and communicate to friends, performers, bookers and audiences.