

Music Publishers Association

MPA Group - Anti Racism Statement

The MPA Group stands in solidarity with all who experience racism and discrimination. As a team, we are committed to better understanding the systemic racism and inequality that is experienced in the everyday lives of Black, Asian and Minority Ethnic people living in the UK.

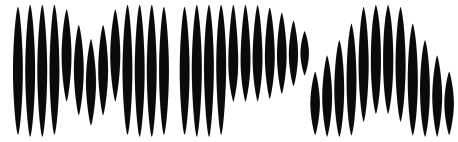
The Black Lives Matter protests in 2020 and the disproportionate impact of Covid-19 on Black, Asian and Minority Ethnic communities highlighted the urgent need to examine more closely what we can do, both as individuals and as an organisation, to tackle racial injustice, inequality and bias.

We continue to share the global outrage of the death of George Floyd and wholeheartedly support the global protests for Black Lives Matter. We recognise that racism, power and privilege are embedded in culture and structures of the businesses, sectors and organisations that we are all part of and interact with, but at the MPA Group, we are dedicated and committed to being an anti-racist organisation. This involves an honest examination of our own organisation as well as proactively working with others to address structural and systemic racism in our sector.

Since 2020, we have been thinking and working together with our members to bring about meaningful change in our sector. We do not claim to have all the answers and we recognise we are on a journey of understanding and learning that will enable us to share in creating a safe, healthy and happy place for us all. A place, where everyone feels that they belong, and they are able to perform to their full potential.

Our current commitments:

- We are auditing all our training, policies and practices in order to identify any bias and inequality and mitigate them.
- We are embracing change through the appointment of Inclusion Champions for each protected characteristic. This will include Race and Ethnicity and our Inclusion Champions will be formed through Board Member and sector representation.
- We are setting up a number of employee networks including one for Black, Asian and Minority Ethnic colleagues. This network will also be a safe place for hearing on all experiences of racism, both to understand people's experiences and to lead on any positive change where necessary within the MPA Group and across our membership.
- We will redress power imbalances by critically reviewing what we say and the language we use.



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- We are reviewing our recruitment processes from application to interviewing, to promote anti-racism and remove bias.
- We are reviewing where and how we advertise jobs and how we recruit to vacancies.
- We will promote and share best practice and advocate widespread change.
- We have a Board endorsed DEI action plan, which will help us to bring about meaningful and positive change.

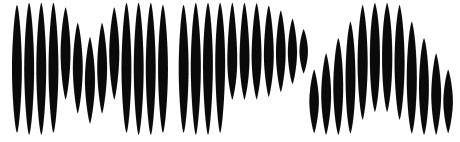
Our future commitments:

- We will work with our peers and our employee networks to redress the sector's racial inequalities and leverage our partnerships to seek changes to our joint working, where necessary.
- We will build diverse supply chains.
- We will ensure that our interview panels are more diverse and work with members to make this change.
- We will ensure that our interview panel members undertake anti-racism training.
- We will make changes to our induction and training programmes to ensure there is no bias or inequality.
- We will introduce anti-racism management and cultural appropriation training.
- We are signing up to a number of external diversity leaders and accreditors including the Race at Work Charter. This is a Business in the Community campaign that challenges and supports businesses to take action against racism and proactively support the inclusion of Black, Asian and Minority Ethnic people in the workplace.
- We will draw on the learning from others who have succeeded in stamping out racism in their organisations or communities and learn from those who have not been able to.

We are also an active member of the UK Music Diversity Taskforce and have signed up to their [Ten-point plan](#).

To us, being an anti-racist organisation means we acknowledge, challenge and effectively address all forms of racism wherever we find it, both collectively and individually. This includes Islamophobia, Antisemitism, Ethnoreligious discrimination and Xenophobia.

We are eager and committed to be a part of the change for a better world. This is just the beginning of our journey, and we know we have much more to do.



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Paul Clements
CEO The MPA Group

We would like to hear from you. If you have any questions about our diversity, equality and inclusion work or any thoughts that you would like to share with us, please contact our **Head of Diversity, Equality and Inclusion:**

Email: helen.choudhury@mpagroup.org

Mobile: 07513 700785