



**Scottish
Music
EDIA
Manifesto**

Action Framework

The following document outlines the **three commitments** we believe are necessary to help develop a more equitable, diverse, inclusive and accessible (EDIA) Scottish music industry by 2030. It acts as an accompanying piece to the 'Scottish Music EDIA Manifesto' and specifies the importance of **Investment, Training and Feedback**, calling on the sector to incorporate these considerations into their everyday work. It also maps out what acting on these commitments looks like in practice, for signatories and for the SMIA.

For many across the sector, this Framework is also an opportunity to evidence and protect work that is already underway, making visible the EDIA practice that often goes unacknowledged. We recognise that many individuals and organisations – including grassroots venues, DIY spaces, collectives and community-led organisations whose work depends on volunteer contribution – are already doing this work without consistent recognition or support. This Framework is designed to strengthen and connect that work, not duplicate it.

The three commitments are intended to provide a structure for proportionate, ongoing engagement with EDIA-related work. What meaningful engagement looks like will vary depending on your capacity, context and starting point. The examples provided throughout this document and the SMIA's Action Framework in Practice guide are illustrative, not exhaustive.

Signatories will be publicly acknowledged for their commitment, with digital assets available to recognise and celebrate participation. We also encourage signatories to share this commitment with their own networks, helping to build a visible, sector-wide culture of EDIA engagement. This Framework is also intended to complement, not replace, existing EDIA initiatives across the sector. We encourage signatories to continue engaging with the full range of resources and frameworks available to them. If all parties can adapt this 'Action Framework' and strive to fulfil its commitments, we believe it will result in meaningful, tangible steps towards making the Scottish music sector a safer, more welcoming, fun and thriving space for everyone involved.

1. EDIA Investment

All signatories of the Scottish Music EDIA Manifesto should commit to investing their own resources to work on a minimum of one specific EDIA issue each year. Here, investment is not limited to financial expenditure; it means dedicating resources you may have – including time, skills, knowledge and relationships – to making specific and meaningful improvements.

Individual music creators, artists, practitioners, freelance professionals and sole traders, as well as organisations/groups of all sizes, should develop their own EDIA action plans – even if it builds incrementally on work that is already underway. Each year, this should include identifying clear areas of focus and seeking relevant training to support improvement.

Actions should be proportionate to the size of the organisation or the capacity of the individual, with investment allocated equitably. This recognises that different barriers require different levels of time, resource and focus to address effectively.

What this looks like in practice will vary widely. For a solo practitioner, it might mean being transparent about rates, actively seeking diverse collaborators or ensuring your studio space is accessible. For a grassroots music venue operating on thin margins, it might mean co-creating a safer spaces policy with your community, taking small steps to make your social media more accessible, investing in better accessible infrastructure or improving how you communicate and receive access information. For a larger organisation or commercial entity, it could look like reviewing recruitment practices, drafting and committing to your own EDIA action plans, attending EDIA-related training and playing an active part in opening up resources and opportunities in the sector. As well as new initiatives, ongoing work is also valuable. As a signatory you do not need to start from scratch, but commit to improving your own practice in tangible ways.

Recognising that EDIA work requires investment of time and money, the SMIA commits to offering self-mobilisation grants post-launch, where members can apply for support to carry out EDIA training, activities or projects.

2. EDIA Training

EDIA-related training and knowledge building is vital for those who have signed the Scottish Music EDIA Manifesto, and for everyone working in Scottish music. It develops the awareness, language and practical skills that turn good intentions into consequential practice.

The SMIA commits to offering education and training opportunities on EDIA-related issues on a regular basis. This might come in the form of dedicated panels at the SMIA Summit, or bespoke training opportunities available to our members, staff and signatories. Where possible, signatories of the Scottish Music EDIA Manifesto should commit to engaging with SMIA training opportunities (and/or other appropriate alternatives) and using these new skills and information to inform their own EDIA strategy.

A regularly updated EDIA-resources section on the SMIA website will provide our Action Framework in Practice document, collated toolkits and guidance documents to support implementation across different contexts and roles. We are also committed to celebrating and amplifying EDIA work that is already happening across the sector; learning from those who are leading it, and spotlighting it.

3. EDIA Feedback

All signatories of the manifesto commit to reviewing and identifying specific areas of focus for the EDIA work they carry out each year. We encourage signatories to share their progress publicly, as well as in more granular detail with the SMIA. Our goal here is not to call out individuals or organisations who are perceived as 'not doing enough', but instead to **call in** these stakeholders to become involved with the SMIA and wider community of signatories, to share examples of good practice, and to leverage training opportunities and resources available.

Committing to feedback means listening to your community, reflecting honestly on what you have achieved, what has worked, what has not, and what you could focus on next. Progress shared in this way helps build a sector-wide picture of where change is happening, where more support is needed and how we can move forward collectively.

To support this, the SMIA commits to providing an opportunity for signatories to carry out a light-touch annual reflection, making it as straightforward as possible to document and share progress in a way that is proportionate to your capacity. Sharing your progress is also an opportunity for signatories to document, evidence and be recognised for the work already undertaken. The SMIA also commits to providing meaningful pathways for individuals and organisations in music to feedback on EDIA training needs, to share the success or challenges they have faced implementing their own EDIA work and to identify what support they require moving forward. The SMIA commits to reviewing this feedback and adjusting its activities and offerings in response.

All signatories are encouraged to actively engage in ongoing EDIA-focused conversations with peers and colleagues in the industry. It is imperative that this work is not tackled in isolation. To this effect, the SMIA commits to hosting monthly EDIA Engagement Sessions. These will be safe, informal and constructive spaces to discuss EDIA-related issues, share your wins and knowledge, explore good practice and collectively identify solutions. These sessions will be governed by a code of conduct and underpinned by generosity, openness and a willingness to give and receive honest, constructive feedback.

To find out more, and to both read and download the Scottish Music EDIA Manifesto, visit smia.org.uk/edia-manifesto

