

# Safe(r) Spaces in Collective Singing Organisations

## Principles

We are committed to making all our activities a safe space for everyone and combatting discrimination on any basis, including age, gender, sexual orientation, gender identity, disability, race, ethnicity, origin, religion, economic or other statuses.

We aim for:

- everyone to feel safe participating in activities and to raise their voice without fear of discrimination or harassment
- everyone to feel welcomed, respected, supported, involved, valued and empowered whatever their background or characteristics
- our activities to be inclusive and accessible to everyone and to provide the necessary support and accommodations for those with additional needs
- decision-making bodies to be representative of different backgrounds and characteristics to understand, respect and act on different lived experiences

## Actions

- **Harassment and Discrimination Policy**
  - Public guidelines for activity participants
  - Process document to manage reports of harassment or discrimination
  - Paragraphs included in cooperation agreements of cooperation events
- **Trust Persons**
  - Contact details communicated to activity participants
  - Training for the role in advance
- **Visibility of Principles and Policy**
  - In written communications about activities (for example on the website, in booklets, information emails...)
  - In verbal communication at activities (for example, at the beginning of sessions)
- **Accessibility**
  - Using an accessibility checklist for activities
  - Applying accessibility principles in communications
  - Asking participants about their accessibility needs
  - Providing a contact person for accessibility needs
  - Checking accessibility needs are being met during activities
  - Asking for feedback on accessibility afterwards
- **Diversity in Decision-Making Bodies**
  - Analyse past diversity data
  - Identify improvements needed
  - Develop and implement a strategy for diversity

## Further Resources on creating safe(r) spaces and improving diversity, equity, inclusion and accessibility in the choral sector

### IGNITE Resources (co-funded by the EU Creative Europe programme)

#### Including:

- **Webinar Safe(r) Spaces in Collective Singing - Practical Approaches**  
[www.youtube.com/watch?v=N3Ha4\\_YpC9Y](https://www.youtube.com/watch?v=N3Ha4_YpC9Y)  
Speakers: Minnakaisa Kuivalainen, Henrike Schauerte, Sophie Dowden
- **Webinar Singing with Disabilities**  
[www.youtube.com/watch?v=VqziAzQFj34&list=PL08MtxA3gpNBf1tlgVPS-dqfKNzOZTyE\\_&index=9](https://www.youtube.com/watch?v=VqziAzQFj34&list=PL08MtxA3gpNBf1tlgVPS-dqfKNzOZTyE_&index=9)  
Speaker: Micha Stafford
- **Recommendations on the inclusion of trans and non-binary people in the choral sector**  
[www.europeanchoralassociation.org/wp-content/uploads/2024/11/Think-Tank-Gender-Reccomendations-.pdf](https://www.europeanchoralassociation.org/wp-content/uploads/2024/11/Think-Tank-Gender-Reccomendations-.pdf)  
Developed by the Youth Committee of the European Choral Association in 2024
- **Website Accessibility Guideline**  
[www.europeanchoralassociation.org/wp-content/uploads/2023/11/Guideline-for-website-accessibility.pdf](https://www.europeanchoralassociation.org/wp-content/uploads/2023/11/Guideline-for-website-accessibility.pdf)

### SHIFT Inclusion Resources (co-funded by the EU Erasmus+ programme)

[www.shift-culture.eu/inclusion-accessibility-cultural-organisation/](https://www.shift-culture.eu/inclusion-accessibility-cultural-organisation/)

#### Including:

- Inclusion Handbook for cultural organisations, including communications and events
- Annotated Biography of inclusion resources
- Interviews with experts on inclusion in the cultural sector

### SWAN Resources (co-funded by the EU Creative Europe programme)

Developed in the framework of the SWAN project (Singing with additional needs)

[www.swanproject.eu](https://www.swanproject.eu)

#### Including:

- Digital tools for visually impaired singers – implemented by Norsk Sangerforum
- Guideline for professionals who want to start a choir specifically intended for people confronted with cancer – implemented by Kanker in Beeld

Further resources will be published on the SWAN website during the project duration.

### Sing Me In Resources (co-funded by the EU Erasmus+ programme)

[www.singmein.eu](https://www.singmein.eu)

3 handbooks translated into 11 languages were developed during the Sing Me In project, in addition to a repertoire guide in English which was updated in 2024 by the youth Committee of the European Choral Association

- handbook for singing with groups of young refugees
- handbook for including young people with migrant background in existing choirs
- handbook for working in a school environment
- repertoire guide and repertoire guide revisited in 2024

### Hearts-in-Harmony link collection

[www.europeanchoralassociation.org/activities/hearts-in-harmony](https://www.europeanchoralassociation.org/activities/hearts-in-harmony)

**Also see section on inclusion and diversity on the resources section on our website:**

[www.europeanchoralassociation.org/resources/guidelines-and-handbooks](https://www.europeanchoralassociation.org/resources/guidelines-and-handbooks)