

BAMT Black Lives Matter Statement

At BAMT we are appalled by the killing of George Floyd by police officers in Minneapolis and we wholeheartedly support the call echoing around the world for racism to end once and for all.

As an organisation we value all our members and staff irrespective of race, religion, sexuality or gender. BAMT has zero tolerance for discrimination and we will always tackle prejudice, bigotry and inequity.

We recognise that there is a lack of diversity within Music Therapy and across the charity sector. With our recently increased management capacity, including the recruitment of our first Chief Executive, BAMT now has the infrastructure to look into the causes of inequity and address the imbalance that exists.

We recognise that black and minority ethnic people continue to suffer from unacceptable health inequalities, as outlined in last week's report from Public Health England (<https://www.gov.uk/government/publications/covid-19-review-of-disparities-in-risks-and-outcomes>), showing that BAME people are disproportionately impacted by COVID-19. There may be a number of different reasons why this is the case, including systemic inequalities and racism, and we stand ready to support our members in addressing these issues.

As a charity BAMT fully endorses and will follow the Association of Chief Executive Officers of Voluntary Organisations' eight principles to address problems with diversity, inequity and all forms of discrimination. These principles are:

1. Acknowledging that there is a problem with racial diversity in the charity sector and commit to working to change that.
2. Recognising the important role leaders have in creating change by modelling positive behaviour and taking action.
3. Learning about racial bias and how it impacts leadership decisions.
4. Committing to setting permanent and minimum targets for diversity that reflects the participants, donors, beneficiaries and the population of the area that the charity operates in.
5. Committing to action and invest resources, where necessary, in order to improve racial diversity in the charity (and within Music Therapy).
6. Viewing staff as the sum of many parts rather than a single entity and recruit to build a diverse group of talented people collectively working towards a shared vision.
8. Valuing lived experience, the ability to draw from one's lived experience and to bring insights to an organisation that can develop its work.

What happened to George Floyd is a scandal that follows similar atrocities that have happened not just in America but also in the UK and throughout the world. We're united with so many others in saying "enough is enough!".

#blacklivesmatter