

Sound It Out Ethos and Ethics

Sound It Out has long been established in the West Midlands as an agency of support, intervention and regeneration while having a fine balance that ensures quality of delivery, quality of training, quality of staff.

Sound It Out's projects and vision are very much geared towards inclusion through musical creativity. The organisation actively works to identify and engage with excluded communities. Sound It Out's work with refugees and asylum seekers is very strong – it is carefully planned, responds to clear needs, and is well supported, flexible to participant need, artistically strong and well evaluated.

There is a focus on skill building initiatives for exiled artists, intercultural project work and building bridges between communities. There is a commitment at the heart of the organisation to long-term development of this area of work which means that the work is never tokenistic. The work is making a real difference to individuals and communities.

Other key ethics:

- A commitment to working with isolated/marginalised individuals and communities – identifying key geographical areas, client groups etc and building projects around the needs of these groups
- A commitment to building intercultural understanding, respect and tolerance between diverse groups – investing in the artistic development of particular groups of people, offering musical opportunities for people to engage across cultural and social differences, working with trainers who have good experience and a commitment to this area of work.
- A long term commitment – Building on projects over a number of years, learning from previous projects and constantly refining and improving the work, building relationships with specific groups, individuals and geographical areas over a period of time.
- Respect for others cultures (both between the 'host' community and participants from other countries, and between the various cultures represented between one another)
- Awareness understanding of parameters across the board in terms of activity - e.g. - short or long term support?, financial remuneration or not?, status of individuals - can they be paid, can they go on to further training, can they go on to employment etc
- Realistic communication to participants about what is being achieved, and what their expectations should be