



BEST PRACTICES – GENDER EQUALITY AND DIVERSITY

Festivals and Events

- (SWE) [Statement Festival](#). Only Women artists on stage and women in the audience, as a protest against harassment on festivals.
- (GER) [W-Festival](#). All soloist and band front figures are women.
- (ENG) [WOW \(Women of the World\)](#). Conferences, debates, shows, performances focused upon gender equality.
- (LUX) [OMNI Festival](#). Embracing artists from different backgrounds.
- (MEX) [Ruidosa Festival](#). Showcasing music created by latinx women, and curating discussion about gender issues in latinx communities.
- (DK) [Talk Town](#). Talk Town consist of debate rooms and stages focusing on all forms of debate and conversations around gender issues.
- (UK) [Music Week: Women in Music Awards](#). Celebrating women in the music industry since 2014.
- (NO) [Borealis Festival](#). Festival for experimental music, with a successful programming of 50/50 male and female composer and performers.
- (FR-Int.) [Présence féminines](#), international festival dedicated to the works of female composers of all eras and nationalities.

Programmes

- (UK) [Women Make Music](#). Program to support the development of outstanding female composers and songwriters in the U.K.
- (SPA) [Musica de Mujeres en las Aulas](#) (trans. Music by women in the classroom). Initiative in which every classical music schol in Spain will have to organize a concert containing works by women.
- (UK) [RISE Liverpool](#). Platform supporting and connecting female artists, producers and policy makers at local and international level to create artworks and projects which can inspire the next generation of women artists.
- (UK) [Both Sides Now](#). Programme of talent development (including residencies, mentoring programmes, panels, traineeships, digital resources, etc.) for young and emerging female musicians.
- (UK) [Babyrocksampler](#). Workshops for little girls (and parents) aiming to familiarize and initiate female kids to rock music practice.
- (Int.) [WeAreEquals – Music Academy](#). Programme training future leaders of electronic music to develop their careers in order to contribute to the achievement of gender equality and social diversity in the music sector.



- (Int.) [She.grows at MEETSSS](#). Mentorship programme for women in the music business.
- (FR – Int.) [Présence compositrices](#). initiative promoting female composers' work, across all eras and nationalities
- (Int.) [Diversity, Identity, Inclusiveness - Strengthening Music in Society](#). Project initiated by Association of European Conservatories (AEC), aiming to encourage higher music education institutions to address the needs and requirements of diversity and promote inclusiveness.
- (Int.) [Shift Culture](#). European project coordinated by the European Music Council (EMC), providing training offers which helps cultural professionals address challenges of climate change, gender equality and inclusion of minorities.

Associations and Movements

- (UK) [Keychange](#): A pioneering European movement developed in partnership with seven international festivals and co-funded by the Creative Europe programme of the European Union. Partners pledge to have 50/50 gender balance in their music program by 2022.
- (DK) [Women in Live Music](#). Platform for women working behind the scenes in the live music sector, i.e. sound engineers, light designers, stage managers, tour managers etc.
- (NO) [Balansekunst](#) (trans. The Art of Balance). A network of art institutions working with gender and diversity in arts. The network consists of more than 40 art institutions.
- (AUS) [MeNoMore](#). More than 360 Australian women have signed the #MeNoMore letter, recounting harassment, assault and rape.
- (SWE) [#Närmuskentystnar](#) (trans. When music is silent). More than 2.000 Swedish women working in the music business, has signed an open letter alleging widespread sexual abuse, and calling for major changes.
- (Int) [Women in Music](#). International organization for women working in the music business.
- (Int) [Girls I Rate](#). International movement encouraging women to work together for a better future.
- (Int) [#SheSaidSo](#). Global network of women working in the music industry.
- (UK) [Let's Be the Change](#). Network of women in the music industry, who are willing to talk openly about gender issues.
- (Int) [Women Produce Music](#). Encouraging women to work with technical aspects of music.
- (NO) [AKKS Norway](#). Organization involved in creating a more diverse and equal music industry in Norway.

- (SPA) [AMCE](#). Association of female music creators in Spain. The aim is to raise awareness upon equality, diversity etc.
- (SPA) [Mujeres Y Musica](#) (trans. Women and Music). MyM's mission is to achieve a more gender balanced music industry.
- (INT) [IAWM – Internation Alliance for Women in Music](#). Membership organization dedicated to foster and encourage activities of women in music.

Studies/Journals/Articles

- (BE) [Gender Gaps in the Cultural and Creative Sectors by European Expert Network on Culture and Audiovisual \(EENCA\), 2019](#) (mentioning the ECSA Gender Equality Charter).
- (UK) [Counting the Music Industry. The Gender Gap](#). (2019, Vick Bain)
- (AUS) [Skipping a Beat: Assessing the State of the Gender Equality in the Australian Music Industry. 2017](#).
- (AUS) [Girls to the Front – By the Numbers: The Gender Gap in the Australian Music Industry. 2017](#).
- (NO) [FACTS: Female Pressure. Survey conducted by the Female Pressure Network, addressing problems of gender inequality in music business](#).
- (UK) [PRS 2017 Report concludes that nearly 80% of women working in the music industry have experienced sexism](#).
- (UK) [The Challenge of Organising a Gender-Balanced Conference in the Music Industry](#).
- (NL) [Why is it that so Few Female Artists Grave Our Airwaves? Investigation by dutch radio-station 3FM](#).
- (IE) [Gender disparity data report across Irish radio stations](#)

Camps

- (DK) [Jazzcamp for Piger](#) (trans. Jazzcamp for Girls). Annual jazzcamp for girls only.
- (DK) [Pop Pilots](#). Annual music camp encouraging girls to create and play music.
- (NO) [Loud Bandcamp](#). Camp for all non-males between teenagers.
- (NO) [ElektroLoud](#). Elektroloud is an offer for all non-males between the age of 16 and 26. Focus is on how to record and produce music.
- (IE) [Girls Rock](#). Summer camp initiative which aims to build girls' self-esteem through music creation and performance.



Audio-visual

(SPA) [Women in Music – Towards Equality in Music Biz](#). Documentary. (2017).

Networks

(UK) [Women in music and entertainment](#) – LinkedIn network.

(UK – Int.) [Women in Sound Women on Sound](#). Network which explores an innovative way of addressing the industry gender gap (with online and offline toolkits to inspire and support women involved in music technology).

Charters and codes for gender and diversity inclusion:

(DK) [Fold Musikken Ud \(Trans. Unfold Music\)](#). A charter about diversity in music. 2017.

(Int.) [EJN Manifesto on Gender Balance in Jazz and Creative Music](#)

(UK) [2020-2022 Equality, Diversity and Inclusion Action Plan | The Ivors Academy](#)

(NL) [Code Culturele Diversiteit](#) (Trans. Code for Cultural Diversity)

Databases of female music professionals and female music authors' works

(Int.) [Free the Bid](#). Database of women composers.

(DE) [Music Women* Germany](#). network and database for women* in all areas of the music industry in Germany

(FR/Int.) [Demandez à Clara](#) (Ask Clara). Database of women composers' works across all eras and nationalities.

Other initiatives:

(FI) [Theses for promoting equality, non discrimination and diversity in the music sector](#), signed by multiple Finnish organisations in the business.

(Int.) [InChorus](#) by Shesaidso. First music industry survey addressing bias and harassment in the workplace.

(DK-Int.) – [Inclusion Nudges](#). Behavioural design project enhancing inclusion of diversity.



(Int.) – [European Jazz Balance](#). Website providing institutions, venues, bookers etc. with advice to create a more diverse and balanced music program and organization.

(Int.) [The Diversity Roadmap](#). Set of recommendations and tips to enhance equality and diversity in clubs and music festivals.