



Promoting a diverse and inclusive European independent music sector is a key priority for IMPALA, building on our work on geographic balance as well as gender and genre.

IMPALA's current focus is to implement a structured approach around the protected characteristics covered by the EU charter of fundamental rights. IMPALA's work is defined by its [IMPALA Diversity and Inclusion Charter](#) and is overseen by a task force which has been in place since summer 2020 and includes Keith Harris OBE as adviser. Our first [annual report on diversity and inclusion](#) covering the work done since then is available [here](#).

Our work includes our [charter](#) and [surveying members](#), as well as offering training and practical tips for members. We have a [three-year collaboration](#) with Vick Bain from [ybainconsulting](#), and Arit Eminue of [DiVA Apprenticeships](#) to provide diversity and inclusion training sessions for all businesses and associations.

Below are some of the milestones of IMPALA's diversity work so far:

- Task force launch and release of [IMPALA diversity and inclusion charter](#).
- Diversity advocates appointed in IMPALA's board and committees to mainstream diversity and inclusion in all aspects of IMPALA's work.
- [Equity, Diversity and Inclusion training programme](#) led by Vick Bain and Arit Eminue for IMPALA members, available twice a year.
- Launch of first cross border diversity surveys for the European music sector - both [companies](#) and [associations](#) (including simplifying the business survey based on feedback).
- Association network exchange of [best practices](#) on diversity and inclusion.
- Release of our guidance for [members](#) to help them work on diversity locally.
- IMPALA's [20MinutesWith](#) podcast series curated by Juliana Koranteng also includes a focus on diversity and inclusion. Guests so far include our task force co-chair [Eva Karman Reinhold](#), [Marius Mihalache](#) the exceptional dulcimer player from Romania as well as [Ben Wynter](#) who joined us during European diversity month to talk about how he approaches entrepreneurship and outreach at UK association AIM. For pride month we invited [Linda Coogan Byrne](#), CEO of the music PR and marketing company [Good Seed](#), and gender, diversity & equality activist. Over the summer, IMPALA released two podcasts focused on the mentoring programme for women in the music industry [MEWEM \(first episode here\)](#) and [the second here](#). We also covered opportunities for women in music in Central and Eastern Europe with [Anca Lupes](#) from [Indiero](#) and [Justyna Masalska](#) from [ANPM](#). IMPALA's diversity and inclusion trainers [Arit Eminue and Vick Bain](#) also talked about their experience as EDI specialists and their work with IMPALA as well as [Keith Harris OBE](#), our diversity and inclusion adviser and [Brix Smith with Vick Bain](#) on the [F-List for Music](#).
- IMPALA highlighted 20 women contributing to IMPALA's work in the last twelve months through a dedicated [statement](#) on International Women's Day as well as a [list](#) covering women and non-binary persons making their mark on IMPALA's work.
- IMPALA's Helen Smith is [MEWEM Europa's](#) godmother this year, a mentorship project for women in the music industry. We also promoted this programme with a [roundtable session on 28 May as part of our European Diversity Month programme](#).
- New programme to expand the IMPALA board launched at our AGM in September 2021. This includes associations offering free IMPALA membership to a local label for two years and the possibility for companies to also bring a second representative.
- We [published our first annual report on diversity and inclusion](#).
- We released a summary of the [business case for diversity and inclusion](#).
- Keith Harris has recorded a video message about his work with IMPALA to encourage members to take part in the training and use our practical tips in their businesses (see [here](#)).

For more information, visit this [page](#) or reach out to ljacquemet@impalamusic.org.