



## Promoting a diverse and inclusive European independent music sector

Check out below what IMPALA does to promote equity, diversity and inclusion in the independent music sector - providing training and practical guidance, surveying our members, setting out the business case for taking action, promoting our member's work, and more...



Produce **guidance for members** to help them make changes in a practical way.

Exchange **best practices on diversity and inclusion** between association members in our network.

Organise **webinars** to provide actionable knowledge and inspire change.



Check out our **fourth annual report** on diversity and inclusion.

The **first cross-border diversity survey** for the European music sector is also essential reading.

The **business case for diversity and inclusion** is the place to start.

The **video message** from Keith Harris OBE encourages our members to participate in training and use IMPALA's practical tips on the changes they can make in their businesses.

For **International Women's Day 2024**, we shone a light on IMPALA's decision making and the EDI business case for taking action to boost and #inspire inclusion.



Click **here** to keep up to date with our work and check out our **training programme**, available for free to all IMPALA members.

We also promote the **work of our members** and other organisations in the independent sector.

We have diversity advocates on IMPALA's boards and committees to mainstream diversity and inclusion.



We have a programme in place since **September 2021** to expand the IMPALA board.

This programme allows associations to offer free IMPALA membership to a local label for two years and enables companies to bring a second representative.



Our task force is advised by Keith Harris OBE.

**IMPALA's Diversity and Inclusion Charter** sets our agenda and overall ambitions.



Our **Changemaker Award** recognises exceptional initiatives in the music industry. Previous award winners include PowerUp (2022), Women in Ctrl (2023) and Black & Irish (2024).

We have a programme with YouTube, **"100 Artists to Watch"**, spotlighting key independent artists across Europe.



The **"20MinutesWith" podcast** series, curated by the late Juliana Koranteng (recorded between 2020-2022), explored diversity and inclusion, featuring influential figures advocating for equity and diversity in the music sector.