



## 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.



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.



Our task force is advised by Keith Harris OBE.

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



Check out our **third 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.

We honored the late Juliana Koranteng on International Women's Day 2023 **for her work to promote diversity** and equity.



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 **Changemaker Award** recognises exceptional initiatives in the music industry. PowerUp received the award in 2022, and in 2023 we honored the work of Women in Ctrl.

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.