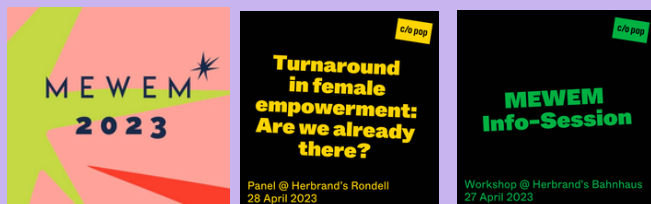




SPOTLIGHT ON OUR MEMBERS' EQUITY, DIVERSITY & INCLUSION WORK

IN THE SPOTLIGHT

MEWEM is a multi-national mentoring programme promoting the development of managerial skills and tackling gender inequality for women, trans and non-binary young professionals in the music industry. MEWEM EUROPA project partners include IMPALA members' **FELIN** (France), **VUT** (Germany), **RAW Music** (Indiero, Romania).



- This year marked the 5th edition of MEWEM Germany and was followed by a new round of applications for mentees in May 2023.
- MEWEM France released its call for mentees in October 2023.
- As part of the national initiative, MEWEM Germany held an info session at C/O Pop festival in Cologne while MEWEM-project manager Beate Dietrich was a speaker on the panel titled "Turnaround in female empowerment: Are we already there?". German mentees and mentors also met for a group meeting with workshops at Reeperbahn Festival 2023.



Laureen Kornemann,
Public Relations Officer,
VUT

"Surveys and studies show what an effective tool mentoring is for the empowerment of young women in particular. We are very happy to be able to run our mentoring programme in its fifth edition this year and thus to be able to contribute to a more diverse music industry. This year, we had over 100 applications for our 10 mentee spots, which of course made us happy, but also shows the need that the young talent in the industry has."

ADDRESSING MENTAL HEALTH



from left to right: Magda Cholest (Artist in Bloom, PL), Arun Castro (Roadie Medic, UK), Rosana Corbacho (M.I. Therapy, ES), Sarah Joy (ATC Live, UK) and Tisa Frelih (University psychiatric clinic Ljubljana, SI)



MENT festival and conference in Ljubljana organised a panel in collaboration with IMPALA entitled "**Mental Health: We're all in this together**". The aim was to raise awareness on improving the working conditions for management and employees in music companies. It addressed the main questions people have but which too often remain unasked, as well as exploring the latest research. The main theme explored was *what can be done to mitigate and prevent risk in such a passionate and demanding work environment?*

In April, IMPALA's Outstanding Contribution Award was dedicated to the late Tony Duckworth during MENT festival and conference to recognise his remarkable career in music and his dedication to network development in the Central and Eastern European region for independent music companies. Read IMPALA's statement [here](#).



!K7 MUSIC & ERNST-REUTER-SCHULE

For a second consecutive year, IMPALA member !K7 Music - joined by Ableton - successfully completed their social project in partnership with Ernst-Reuter-Schule (ERS) located in Wedding, Berlin.



Horst Weidenmueller
CEO & Owner
!K7 Music

“We are very proud to be part of this music education programme. The school and surrounding area has some of the highest rates of inequality in the city, providing us with the opportunity to give back to our local community by enabling the students the entry to music production tools, resources and knowledge which they usually, and often culturally, do not have the privileged access to.”



30 students
12 - 14
years old

Objective:

Provide students with the experience of the entire process from writing and producing to releasing and promoting their own music



MERLIN ENGAGE

In October 2023, Merlin, the independent's digital music licensing partner, announced the successful completion of its inaugural Merlin Engage mentorship program.

Launched this past spring and crafted specifically for Merlin members, Merlin Engage pairs executive-level mentors with talented mentees to help shape the next generation of female leaders in the independent music space.

The structure of Merlin Engage was calibrated to embrace the unique needs and perspectives of female leaders from independent music. It helped participants to develop into better leaders within their own companies as well as future leaders within the industry.

Read the full statement [here](#).

18 mentors

(6 from Merlin's Board)

