

INCLUSION LAB

PREPARE THE GROUNDWORK FOR YOUR
OWN INCLUSION POLICIES!

FOR
LIVE DMA
MEMBERS
ONLY

INCLUSION: THE ROLE OF LIVE MUSIC

Various research¹ points out a great imbalance with regards to the visibility, representation, recognition, inclusion and participation of marginalized gender identities within live music scenes. Indeed, gender inequalities are structural: they can be found in all aspects of our lives.

As such, they can also be found in all aspects of the live music sector: among staff, audiences and artists, and in various degrees, more or less visible, expressed and tangible. As a cultural sector with a huge social value, the live music sector has a role to play in building and showcasing alternative models for our societies.

While many projects from the sector tackle this challenge, and some public funding also address it, there is still a lot of work to be done. Inclusive processes are long-term processes, which need to be normalized and embedded in daily routines.

INCLUSION LAB: A REFLECTION AND INSPIRATION TOOL

The Inclusion Lab sessions will provide Live DMA members with key notions and possible levers of action as to why and how to develop inclusive policies within their organization and membership.

It will also explore what live music organisations can do, whatever their capability is: with absolutely no financial or human resources and with some financial and human resources.

External experts will bring their knowledge and experience to the Lab, in order to provide Inclusion Lab participants with elements for reflection and inspiration, so as to create, at the end of the 8 sessions, a toolbox on inclusion, which includes theoretical knowledge and concrete best practices, for the live music sector and by the live music sector.

¹ [Sexism Free Night report](#)
[Gender diversity and equality workers of the live music sector](#)
[Growing gender gap in pop music](#)

WHO CAN REGISTER?

Live DMA members (staff, board or appointed person).
Several people from one organization can share attendance.

The inclusion lab will be divided in 4 sessions:

- Session 1: Monday 17 October 2022
- Session 2: December 2022
- Session 3: March 2023
- Session 4: Summer 2023 (in-person)

· So as to ensure a continuation, we ask that Live DMA members take part in all sessions of the Inclusion Lab (attendance can be shared between people representing the same organization).

· Participation does not mean that we force you to set up an Inclusion policy or project within your organization (you do what you want and what you can). Think of it as a way to learn more about the key notions linked to inclusion and get some examples of inclusive projects or policies from outside and within the Live DMA network as well as a way to take part in a collective project which might help other professionals from the live music sector.

· We will make sure to create as much as possible a benevolent space of expression during each session, where we hope you will feel free to express yourself without being judged.

· We are open to any constructive remark on the format or contents of the Inclusion Lab, and this during the whole course of the project.

· In case of question or remark, please contact Juliette.olivares@live-dma.eu

Read in the next pages the programme of the sessions!

AGENDA OF THE SESSIONS 2022-2023

SESSION 1

MONDAY 17 OCTOBER 2022, 14:00-16:00 CET

Topic : Inclusion of marginalised gender identities : sharing the same grounds of understanding (Online / For Live DMA members only / in English / 2h session)

Objectives of this session:

In this first session of the Inclusion Lab, we will define some key concepts linked to inclusivity and explore the place of live music scenes in a world burdened by social hierarchy.

Moderator: This session will be moderated by Aïda Yancy, an anti-racist, LGBTQI+ and feminist trainer and activist. Her expertise touches upon questions of race, gender and sexualities, intersectionality, the notion of « safer spaces » and access to services for people part of minorities.

SESSION 2

DECEMBER 2022

Topic: Inclusion of marginalized gender identities: Where to start and with whom? From theory to practice (Online / For Live DMA members / in English / 2h session)

Objectives of this session:

- Establish the different entries/frameworks possible to tackle gender equality and diversity (from strong framework, (ex: SHIFT Inclusion Handbook) to lighter ones (Keychange, internal policy...))
- Establish a list of types of resource-organisations which can be helpful in developing inclusive projects, and learn how to identify relevant partners in your territory

Speakers: TBA

SESSION 3 MARCH 2023

Topic : Inclusion of marginalized gender identities: let's work together towards some common bases! (Online / For Live DMA members / in English / 2h session)

Contrary to the previous sessions, which were more informative and about exchange of knowledge and experience, this one is a collaborative workshop in order to produce some resources and outputs, based on the first two sessions.

Objectives of this session:

- Lead a process of identification of concrete “small steps” which organisations can take right here, right now to create a culture of inclusion in their projects, professional relationships, events, communication, etc. (A “small step” is a concrete action that I can do easily, that depends on me, that can be done quickly)
- Build a solid base of arguments to convince of the necessity to develop inclusive practices on the long-term (towards your colleagues, members and public funders)
- Define the human and financial resources needed for setting up inclusive practices
- Point out the needs and lacks of the sector

External moderator: TBA

SESSION 4 IN-PERSON MEETING, SUMMER 2023

Topic : Inclusion of marginalized gender identities: actual questions leading to concrete actions (IRL / For Live DMA members / in English / 1 day)

Interested participants will be able to gather in-person in order to build the following 5 sessions, which will include live music scenes in them, and which will explore a global reflection on solutions for inclusion, through concrete case studies and best practices, from live music organisations, for live music organisations.

Examples of concrete case studies to be defined with Live DMA members on the spot!

External moderator: TBA

WHAT IS THE INCLUSION LAB?

The Inclusion Lab is a **capacity-building project** which will provide Live DMA members with key notions and collective thinking sessions to **prepare the ground to implement inclusion policies within their organization**. The aim is to **share some knowledge** on inclusion matters and try to **draft a toolbox** for thinking about and implementing inclusion within live music scenes.

The Inclusion Lab consists of 8 online sessions and 1 in-person meeting between October 2022 and September 2024.

The first 3 online sessions will be dedicated to representatives of national or regional live music associations (you, the Live DMA members) and will explore the reasons why it is crucial and beneficial to implement inclusive policies, as well as give the capacity to associations to do it on their own. Participants will be provided with some arguments, tools and methodologies to do so.

After these 3 sessions, interested participants will be able to gather in-person in order to build the following 5 sessions, which will include live music scenes in them (Live DMA members' members), and explore a global reflection on solutions for inclusion, through concrete case studies.

At the end, we will be able to **create a toolkit on Inclusion policies**, which mixes both theoretical input and concrete knowledge or examples, with the aim of passing on the knowledge built to a larger scale of organisations. Our aim is to provide live music scenes with the same amount of knowledge, methodologies, definitions and principles so as to provide live music organisers and live music associations with the **necessary keys to start inclusion policies, make them work in the long-term and take conscious and enlightened choices with regards to inclusion matters**.

The focus of the Inclusion Lab will be “gender balance”, even though the knowledge and methodologies shared can be applicable to other social groups and topics.