

# DELIVERABLE D.6

# INCLUSION LEXICON

*PROJECT NO. 101053802 — LSE II*



# DISCLAIMER

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# ABSTRACT

*This deliverable reports on the Inclusion Lab activity of the LSE II project, which was designed to promote diversity and inclusion in the live music sector. By addressing challenges in representation and equity, it aimed to transform the culture and operations of live music venues, clubs, and festivals across Europe. The Inclusion Lab created a collaborative space for live music professionals to reflect on and implement inclusive, non-discriminatory practices, fostering systemic change and driving greater equity in the sector.*

*Through workshops, webinars, and peer-learning sessions led by experts, participants co-created practical tools, including a toolbox of strategies and a shared lexicon for discussing and enacting inclusion. This participatory approach ensured that the Inclusion Lab's outputs were relevant and actionable, equipping professionals with the resources to advance diversity in their programming, operations, and work environments.*

*As a transnational effort, the Inclusion Lab demonstrated Live DMA's commitment to creating a more inclusive and sustainable music ecosystem. Its resources were designed for broad adoption across Europe, making it an important component of efforts to ensure that live music spaces reflect the diversity and values of contemporary society.*

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# INCLUSION TOOLBOX (LEXICON)

This document brings together the collective research, resources, and projects developed through Live DMA's Inclusion Lab initiative, a cornerstone of the Live Style Europe 2 project.

From 2022 to 2024, the Inclusion Lab spearheaded transformative efforts in the live music sector, hosting seven insightful online webinars that introduced key concepts to address gender equality. Additionally, an in-person session provided a platform to delve into Live DMA's pioneering work on data collection related to gender equality.

These sessions culminated in the creation of this comprehensive toolbox, a testament to the knowledge and strategies cultivated during the Inclusion Lab. Designed to inspire and empower, these resources are now featured on Live DMA's resource platform and will continue to expand in the coming years to encompass even more insights and tools.

Initially, the Inclusion Lab focused exclusively on advancing gender equality in the live music sector. However, responding to the voices and needs of Live DMA members, we broadened its scope to include other vital topics such as inclusion, diversity, and accessibility.

The toolbox is thoughtfully structured into two sections: **Gender Equality** and **Beyond Gender Equality**. Each section is further organized by themes and practical applications, ensuring Live DMA members can easily access and implement the resources provided. This intentional design reflects our commitment to equipping members with actionable tools to foster meaningful change.

Below, you'll find the Inclusion Toolbox, alongside a curated list of the webinars hosted during the project, complete with links to recordings where available.

Together, these resources represent a significant step forward in promoting a more inclusive, diverse, and accessible live music sector.

## DEFINITIONS

- Accessibility and people with disabilities: <https://discoverrevelland.today/wp-content/uploads/2023/12/Revelland-Inclusion-in-live-music.pdf>
- Gender Equality Terms: <https://www.gatesgenderequalitytoolbox.org/definitions-concepts/gender-equality-lexicon/>
- LGBTQIA+ glossary: <https://www.ilga-europe.org/about-us/who-we-are/glossary/>
- Yourope's glossary: <https://yourope.org/know-how/inclusion-diversity-glossary/>
- Legal Definitions of gender-based violence in EU Member States: <https://eige.europa.eu/gender-based-violence/regulatory-and-legal-framework/legal-definitions-in-the-eu>

## *GENDER EQUALITY*

### RESEARCH

- LIVE DMA: [Gender Equality in the music sector – Literature Review](#)

### FRAMEWORKS:

- SHIFT Culture Handbook: <https://shift-culture.eu/inclusion-accessibility-cultural-organisation/inclusion-handbook/>
- Dutch Diversity & Inclusion Code: <https://codeculturelediversiteit.com/the-code-english-version/>
- Yourope's Diversity & Inclusion Toolset: <https://yourope.org/project/ditoolset/>

## GUIDES & TRAINING:

- Self-Assessment test for gender equality in the music sector: <https://asociacionmim.com/mim-self-assessment-test-for-gender-equality/>
- The Diversity Roadmap (CH): <https://diversityroadmap.org/en/>
- Standards for Safer Spaces in nightlife environments (EU): <https://sexismfreenight.eu/wp-content/uploads/2022/12/Standards-Sexism-Free-Night.pdf>
- Training to counter sexualized violence in nightlife contexts: <https://sexismfreenight.eu/training/>
- Sexual harassment, groping & assault at gigs and concerts: What we can do about it: <https://live-dma.eu/wp-content/uploads/2019/11/Sexual-violence-at-gigs-prevention-and-response-guidelines-20181123.pdf>

## DATABASE & RESOURCE HUBS OF GENDER EQUALITY PROJECTS IN MUSIC:

- GENIE – Gender Equality Network in Europe: <https://geniedatabase.com/>
- WAH! (FR): <https://www.wah-egalite.org/>
- SCIVIAS (BE): <https://scivias.be/>
- Sexism Free Night Network: <https://sexismfreenight.eu/network/>

## PREVENTION CAMPAIGNS:

- Ben Je Oke? (NL): <https://benjeoke.nl/>
- Dare To Care (SE) : <http://www.svensklive.se/daretocare/>
- Ici C'est Cool (FR): <https://icicestcool.org/>
- Gender is a Galaxy (CH): <https://diversityroadmap.org/en/genderisagalaxy/>

# *BEYOND GENDER EQUALITY*

## **ACCESSIBILITY:**

- Attitude is Everything (UK): <https://attitudeiseverything.org.uk/>
- All Areas Access | Guidelines for more accessible venues to D/deaf audiences: [https://www.allareasaccess.eu/wp-content/uploads/2024/05/DEF\\_All-Areas-Access.-Guidelines-for-more-accessible-live-music-shows-for-d\\_Deaf-audiences-1.pdf](https://www.allareasaccess.eu/wp-content/uploads/2024/05/DEF_All-Areas-Access.-Guidelines-for-more-accessible-live-music-shows-for-d_Deaf-audiences-1.pdf)
- Planning Guide for Accessible Conferences: <https://artsmetric.com/a-planning-guide-for-accessible-conferences/?qsk=undefined>
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## **ANTI-RACISM & INCLUSION OF ETHNIC MINORITIES:**

- Restage (DK): <https://restage.dk/>

## **MENTAL-HEALTH:**

- Mental Health in Clubs (DE): <https://mentalhealthinclubs.de/>
- Cura Collective (FR): <https://www.cura-music.org/ressources>



# INCLUSION LAB WEBINARS

*The recordings of the video can be requested to: [contact@live-dma.eu](mailto:contact@live-dma.eu)*

## **Session 1 (October 2022 - online) – *Inclusion of marginalized gender identities: sharing the same grounds of understanding*** (for Live DMA members only)

This first session was 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.

7 national or regional networks were represented in the meeting, with the common objective to begin a process of reflection around gender inclusion in the live music scenes. This session was imagined as an invitation to reconsider what is known, unlearn, relearn, and get in an active mindset on the importance of representation and inclusivity. Indeed, by defining certain terms related to gender equality (sex, gender identity, gender expression, transgender, etc), this session improved the gender literacy of Live DMA members.

The session ended on open questions which meant to trigger a reflection on the openness and inclusivity of live music scenes: Is the music scene a public space? Is it a neutral space? Is it meant to be a safe space? An inclusive space? An accessible space? How does gender look in the music world? Who is doing what?

## **Session 2 (December 2022 - online) - *Inclusion policies & projects: where to start and with whom?*** (for Live DMA members only)

This second session, constructed as a webinar, presented different initiatives, at EU and national scale, that help representative organisations and live music venues to implement inclusion policies and/or projects.

First, Sophie Dowden presented the SHIFT Culture Inclusion Handbook, an output of an ERASMUS+ project, which aims at supporting networks and associations engaging

with the topics of diversity, equity, inclusion and belonging (DEIB). The Handbook was written as a guide not to read from A to Z, but rather to look at thematically. Sophie shared with the group the definitions and different paradigm which DEIB entail, the biggest goal being reaching an organization or project where everyone involved feels like they belong here, and are legitimate to participate, engage and express themselves freely. She also presented some crucial keys that could help an organization get into a DEIB attitude, such as non-violent communication, inclusive recruiting processes or the importance of data collection to analyse and identify the areas that need improvement.

Then, Noor Sloterdijk presented the Dutch Code for Diversity and Inclusion in the cultural sector, made by and for the cultural sector in the Netherlands. The code is an instrument of self-regulation and gives a methodology on how to develop inclusion action plans in cultural organisations of all objects and sizes, relying on four key aspects: Programme, Personnel, Audience and Partners. Applying the code is a condition for public funding in the Netherlands.

To illustrate Noor's presentation of the Dutch Code for D&I, we invited the Diversity & Inclusion coordinator of the Amsterdam-based venue Melkweg, Sherif El Safoury, to present what was his role within the venue, what were some of Melkweg's projects regarding diversity and inclusion, and how the Dutch code impacted his work.

**Session 3 (June 2023 - online) – *How can venues really be safe spaces? Sexism Free Night presents their standards for safer spaces* (for Live DMA members' members)**

This third session, constructed as a webinar, presented the project Sexism Free Night and the standard with gender-responsive criteria to prevent, detect and respond to sexism and sexual violence in nightlife contexts.

These standards, rather than a rigid structure which imposes a unique process, is a base of work that can be adapted to venues of all kinds. It aims at inspiring the creation of processes that fits each venue. During the session Cristiana Vale Pires, researcher in

Humanities and in prevention in nightlife context, guided the participants through the following questions: What is a safe space? How can venues really be safe spaces?

After a presentation of Sexism Free Night's projects, attendees were able to discuss on the following topics:

- The constitution of teams for detection and prevention of gender violence at festivals
- Gender-neutral communication for festival audiences vs pointing at a specific gender
- How to involve cis-men in these conversations and actions

**Session 4 (November 2023 - Berlin, DE) – *Data collection on gender topic*** (for Live DMA Survey coordinators and Inclusion officers of Live DMA members)

As part of the Inclusion Lab activity, Live DMA organised a workshop IRL so as to pursue the training of its members' representatives, initiated with the previous webinars, and also to set up the next steps of the implementation of the Inclusion Lab activity.

On Thursday 16 November 2023, in parallel of the Stadt Nach Acht nightlife conference in Berlin, and in parallel to Live DMA's internal Survey coordinators meeting, the Inclusion Lab meeting took place.

Twelve Live DMA members, composed both of Survey coordinators and Inclusion officers from national or regional live music associations, gathered to discuss the topic of "gender & data collection".

The idea of this meeting was to present participants with some methodological inputs related to data collection on gender identities (as part of artistic programming and for the gender of venue workers); to discover the initiatives existing within the Live DMA network; and to discuss the next steps of the work of Live DMA related to this question.

**Session 5 (May 2024 – online) – *Beyond Gender Equality: Restage: a method to increase the inclusion and representation of youth ethnic minorities in Danish music venues*** (for Live DMA members' members)

On Wednesday 29<sup>th</sup> of May 2024, Live DMA members and members' members attended the fifth session of the Inclusion Lab, a capacity-building project which aims to 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.

This session, constructed as a webinar, presented the project [RESTAGE](#) for better inclusion of youth ethnic minorities in Danish music venues.

In 2021, [Dansk Live](#) (Live music venues and festival network of Denmark), in collaboration with Mino Danmark, launched the initiative Restage, focusing on increasing the representation of minority ethnic youth aged 16-30 among volunteers, audiences, and staff at Danish venues and festivals. Since then, Restage has developed tools to break down structural barriers broadly in the music and cultural industries, as well as refined and experimented with new methods for audience development and youth engagement. The diversity manager of Dansk Live presented Restage's methodology for a variety of strategic and organizational changes that cultural institutions can implement to mobilize and engage more minority ethnic youth, during the session to a group of music venues from various European countries. Discussions on how to reach the target group, and on the resistance of the sector to change took place between participants.

**Session 6 (June 2024 – online) - *Beyond Gender Equality: All Areas Access: Inclusion of deaf audiences in music venues*** (for Live DMA members' members)

This session, constructed as a webinar, presented the project [All Areas Access: Inclusion of deaf audiences in music venues](#) (with the live music venues MONK from Rome and VK from Brussels). the project partners could present the research and outcomes of the project to a group of music venues from various European countries.

AAA - All Areas Access is a European funded project that aims at the improvement in the accessibility and involvement of D/deaf audiences in the live music scene. Focusing on live music venues and performances, the outcome is a good practices booklet, providing guidelines, concrete tips and data to professionals who are interested in implementing these innovations in their events.

You can access the AAA Research here: [https://drive.google.com/file/d/10-NKagFZQ8g5TO\\_Bu94htifLISdySZNi/view](https://drive.google.com/file/d/10-NKagFZQ8g5TO_Bu94htifLISdySZNi/view)

You can access the AAA Guidelines here : [https://www.allareasaccess.eu/wp-content/uploads/2024/05/DEF\\_All-Areas-Access.-Guidelines-for-more-accessible-live-music-shows-for-d\\_Deaf-audiences-1.pdf](https://www.allareasaccess.eu/wp-content/uploads/2024/05/DEF_All-Areas-Access.-Guidelines-for-more-accessible-live-music-shows-for-d_Deaf-audiences-1.pdf)

You can access the AAA website here: <https://www.allareasaccess.eu/>

### **Session 7 (June 2024 – online) - *Beyond Gender Equality: Workshop on mental health for nightlife workers* (for Live DMA members' members)**

This session, constructed as an online workshop, presented the project [Mental Health in Clubs](#) from Berlin Clubcommission, and invited participants to reflect on mental health initiatives in their own structures.

Mental Health in Clubs is developing a program of mental health care and organizational resilience for clubs and night workers of club culture in cooperation with Charité, FernUniversität in Hagen, and the German Psychology Association. In the first year, they worked with 10 clubs to identify the main stressors at both the individual and organizational levels for club staff and managers. They conducted focus group discussions on these topics with 65 various club workers in each club and created a survey for a total of 220 people, which culminated in a comprehensive report.

Based on these findings, they tested various interventions to support the mental health of club staff, develop individual resilience, and assist organizations in starting a process of organizational development.

As the session was a participative workshop about a quite sensitive theme, we decided to not record it to allow participants to express themselves freely in a confidential space as safe as possible.

You can access the Mental Health in Clubs website here:

<https://mentalhealthinclubs.de/>

**Session 8 (November 2024 – online) - “Not Just Posters in the Bathrooms: Addressing Sexualized Violence in Swiss Clubs”...and beyond!** (for Live DMA members and members’ members)

This session featured the presentation of the report *Not Just Posters in the Bathrooms: Addressing Sexualized Violence in Swiss Clubs*, published by Helvetiarockt and translated by Live DMA. It also included an exploration of similar studies conducted across Europe.

The webinar was moderated by Live DMA and featured Grace Goodwin, a researcher specializing in gender equality in music and the founder of GENIE (Gender Equality Networks in Europe); Hazbi Avdijj; and Letizia Carigiet, project officers at Helvetiarockt and co-authors of the report. Together, they delved into the report's findings, which identify the specific support needed by music clubs and festivals to effectively combat sexualized violence. The discussion highlighted how these venues, integral to cultural and social life, often lack the resources and training necessary to address and prevent such issues.

In addition to examining the Swiss findings, the speakers discussed potential solutions being developed in Switzerland and insights from similar studies across Europe. These studies offer diverse approaches to promoting gender equality and safety within the cultural sector.

Access the translated report: <https://diversityroadmap.org/wp-content/uploads/2024/11/Not-just-posters-in-the-bathrooms-Helvetiarockt.pdf>

Ressources shared:

- [MIM Self-assessment test for gender equality](#)
- [Sexism Free Night standards on safer spaces in nightlife environments](#)
- [WAH! Mentorship programme](#)

