

# EUROPEAN AGENDA FOR MUSIC

## How can diversity in programme (and funding) selection be secured?

Group 3

Moderator: Victoria Liedbergius

Rapporteur: Ruth Jakobi

- Examples how you secure diversity
  - Music commissions
  - Open calls
  - A lot of work, choose from a lot of proposals
  - Put “political” points on the table, encourage gender balance, take more time to look
  - Diversity Roadmap (for music venues, transferrable)
    - Tipps for the staff, for the teams
    - Provides ideas no guidelines
- Diversity should not be enforced, rather raise awareness, but sometimes “pushing” is needed
- Information, transparency
- Gender equality charter: women represented in working groups and boards
- Create pools of female experts
- End established partnerships for the sake of diversity – allow newcomers to get in
- Take brave decisions, take funding away from “usual suspects”, this encourages new concepts
- “Quality” versus diversity? How far do I “compromise” quality for the sake of diversity
- Secure niche activities (not every project has to be diverse in itself, but many specialised projects guarantee diversity)
- Who decides what to fund, can we have the music sector decide on this in solidarity, not the government?
- What if public funding goes to commercially strong projects? And smaller projects that would encourage diversity to not get funded?
- Campaign about open calls, make them more visible, inform the sector