



EJN MANIFESTO ON GENDER BALANCE IN JAZZ AND CREATIVE MUSIC

We present art with a fundamental desire to make the world a better place: addressing the challenge of diversity, and particularly of gender within our workforce, our programmes and our audiences, is a logical extension of this vision. Our goal is to work with others to transform Europe's jazz and creative music industry by demonstrating women's artistic and economic value in our industry.

The Europe Jazz Network membership pledge to:

- Consider how we address the question of gender balance within our work, collaboratively seeking out new solutions and learning from others' experiences.
- Undertake research into our activities to establish a baseline for tracking improvement in the balance of men and women in our respective areas of work- festivals, concert series, participatory projects- and within our staff and Boards. (N.B. we include as 'women' anyone self-identifying as a woman- as far as is known)
- Raise the issue of gender balance within the wider jazz community and with our artists, audiences and consumers, funders and sponsors, suppliers and business partners.
- Work with respect for the diversity of the EJN membership and each member's capacity for action, using a collaborative approach of sharing and exchange to underpin our work on gender.

The Europe Jazz Network membership will work to achieve this as follows:

We will:

- Put in place policies and action plans to involve more women as artists, Artistic Directors and producers, staff and Board members and audience members in our work.
- Commit to completing a survey regarding our work over the past three calendar years as a starting point for setting targets for improvement in the future and monitor our progress against these targets.



- Collaborate as promoters and producers with artists and managers to create a joined-up approach to gender diversity.
- Ensure that the way we communicate our work through marketing materials, social media, interviews and media releases helps express our commitment to gender balance in the choice of images and language.
- Engage with gender balance across all levels of our organisations- our Boards, Artistic Directors, senior management, operational managers, technical staff, volunteers and freelancers. Ensure our Boards and senior leadership acknowledge gender balance as an important business critical issue, along with the opportunities and challenges it offers.
- Engage policy-makers, local authority partners, our funders, higher education institutions, and others with the capacity to create change at a larger scale, demonstrating our commitment and working with them on a future roadmap to support gender balance in the context of our work and in broader society.

We will also:

- Support the EJM working group on gender balance to undertake research, road-test new ideas and push forward issues and provide support among the wider membership. The group will also amend the Manifesto where required to express the developing views of the EJM membership on this issue and diversity in general.
- Contribute to other projects on gender balance being undertaken by other music and cultural organisations across Europe and beyond.
- Commit to learning from others' efforts in addressing gender balance.
- Initiate discussions with organisations and institutions involved in formal and informal music education and learning regarding the importance of gender balance within their work.

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