



Promoting a diverse and inclusive European independent music sector is a key priority for IMPALA, building on our work on geographic balance as well as gender and genre.

IMPALA's current focus is to implement a structured approach around the protected characteristics covered by the EU charter of fundamental rights. IMPALA's work is defined by its IMPALA [Diversity and Inclusion Charter](#) and is overseen by a task force which has been in place since summer 2020 and includes Keith Harris OBE as adviser.

Our work includes our [charter, surveying members](#), offering training to members as well as practical tips for our members. We have a [three-year collaboration](#) with Vick Bain from [vbain consulting](#), and Arit Eminue of [DiVA Apprenticeships](#) to provide diversity and inclusion training to members.

Below are some of the milestones of IMPALA's diversity work so far:

- Task force launch and release of [IMPALA diversity and inclusion charter](#).
- Diversity advocates appointed in IMPALA's board and committees to mainstream diversity and inclusion in all aspects of IMPALA's work.
- [Equity, Diversity and Inclusion training programme](#) led by Vick Bain and Arit Eminue for IMPALA members. available twice a year.
- Launch of first cross border diversity surveys for the European music sector - both [companies](#) and [associations](#).
- Association network exchange of [best practices](#) on diversity and inclusion.
- Release of our guidance for [members](#) to help them work on diversity locally.
- IMPALA's [20MinutesWith](#) podcast series curated by Juliana Korenteng also includes a focus on diversity and inclusion. Guests so far include our task force co-chair [Eva Karman Reinhold](#), [Marius Mihalache](#) the exceptional dulcimer player from Romania, as well as [Ben Wynter](#) who joined us during European diversity month to talk about how he approaches entrepreneurship and outreach at UK association AIM. For pride month we invited [Linda Coogan Byrne](#), CEO of the music PR and marketing company [Good Seed](#), and gender, diversity & equality activist.
- IMPALA highlighted 20 women contributing to IMPALA's work in the last twelve months through a dedicated statement on [International Women's Day](#).
- IMPALA's Helen Smith is [MEWEM](#) France's godmother this year, a mentorship project for women in the music industry. We also promoted this programme with a [roundtable session on 28 May as part of our European Diversity Month programme](#). You can find out more about the French edition of MEWEM [here](#).
- New programme to expand the IMPALA board, to be kickstarted at our AGM in September 2021.

For more information, visit this [page](#) or reach out to [ljacquemet@impalamusic.org](mailto:ljacquemet@impalamusic.org).