



## DIVERSITY AND INCLUSION CHARTER

The European Music Managers Alliance (EMMA) is a representative body of music managers from over 8 European countries (6 EU plus Norway and the United Kingdom) with a sphere of influence across the global music industry. EMMA brings together managers to network, discuss, promote the importance of the role as well as provide opportunities and promote the appropriate international legislation to support our members. Besides this, EMMA is also a thought leader in the music industry, taking a stance on issues like the Copyright Directive, streaming royalties and more.

Recent events across our member states calling out inequalities and striving towards greater justice and equity for minority groups have prompted us to examine our own role in systemic sexism and racism. While we understand that we won't instantly reverse several hundred years of injustice, EMMA would like to express and commit to the following:

EMMA pledges to honor articles 20-23 of the European Charter of Fundamental Rights prohibit discrimination based on "sex, race, colour, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, age or sexual orientation shall be prohibited" as well as upholding cultural, religious and linguistic diversity and "equality between women and men must be ensured in all areas, including employment, work and pay".

What we believe:

1. When an organization is diverse and representative of the local population, it helps prevent potential bullying behavior, thus increasing the work environment quality and, eventually, profits.
2. It's everyone's responsibility to help shape a future music industry that is more representative of its public.
3. Any organisation with a clear stance on sexism and racism is better armed when it comes to deal with any particular problematic behavior
4. Committing to diversity should be embedded in all hiring processes and should be addressed at each level of responsibility.
5. Creative industries cannot remain the preserve of the privileged - this is why we are committed to creating new opportunities to develop a more diverse workforce

As a result, EMMA commits to:

- Provide annual Diversity & Inclusion training to it's board and wider membership.
- Commit to equality and diversity in our job adverts and recruitment processes.
- Support relevant initiatives in the music sector to utilise the power of music and culture as a catalyst for social change.



- Support members to be aware of EU funding for diversity projects and support them (as requested) to apply for EU funding for relevant projects that promote equity, diversity and inclusion.
- We commit to supporting EMMA members to embed these principles in their national organisations.

This charter will be reviewed on an annual basis at EMMA's AGM.