



### **MusicNL Survey Results**

DiversityNL in partnership with MusicNL completed a Diversity & Inclusion survey over a one-week period dating, November 19-25, 2020 with a response rate of **14%**. Below are the statistics and information collected from the Diversity & Inclusion survey along with recommendations on the path forward.

Attitudes on **sense of belonging** were gathered with the following results:

- ✓ **88%** of respondents felt they could be their authentic selves and not hide who they are.
- ✓ 72% felt their opinion are valued when they speak up
- ✓ 78% feel comfortable and included
- ✓ 87 % feel they are respected
- ✓ **44 %** prefer to use gender neutral washrooms with 25% unsure
- ✓ **75%** feel that gender neutral and inclusive language is important

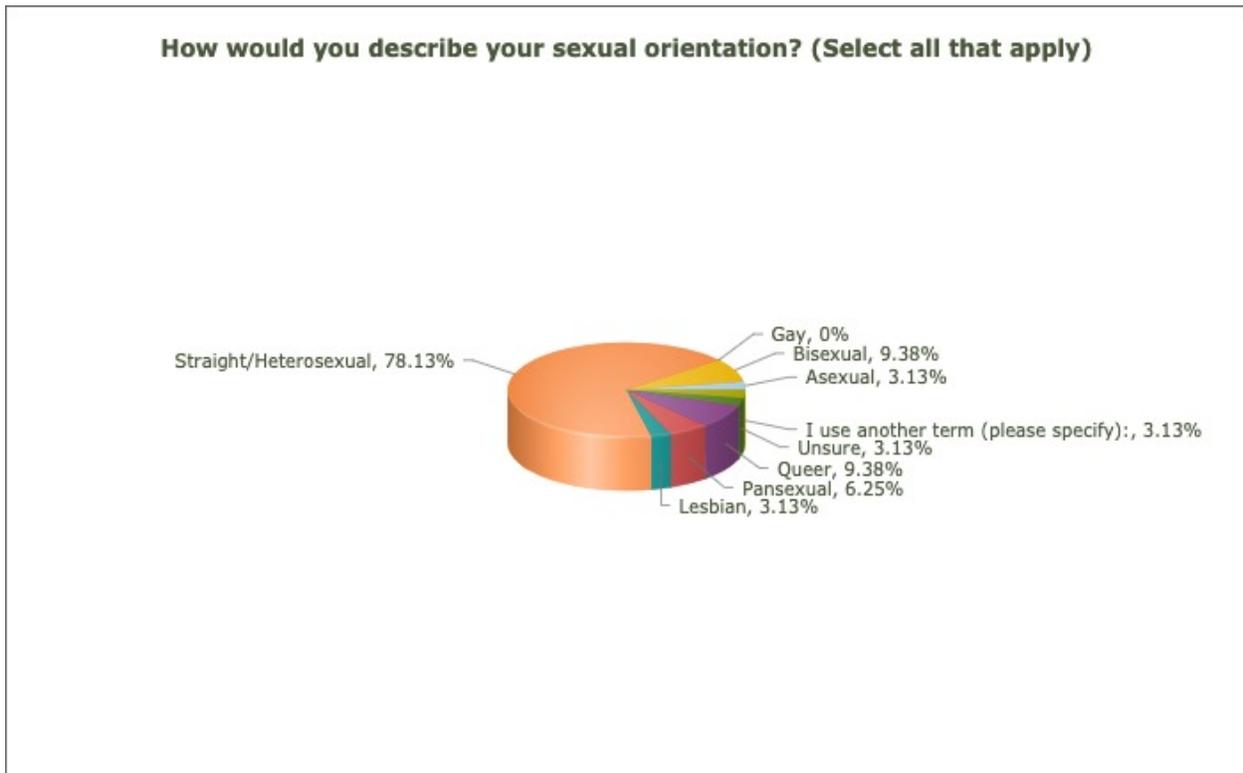
**Attitudes and thoughts** on Diversity & Inclusion were gathered with the following results:

- ✓ 75% noted that Diversity & Inclusion is supported by MusicNL leadership
- ✓ 69% feel Diversity & Inclusion is a priority at MusicNL with 22% unsure
- ✓ **84%** feel Diversity & Inclusion should be a guiding value at MusicNL
- ✓ 71% felt MusicNL is committed to creating an inclusive environment
- ✓ 87% agreed that MusicNL provides opportunities for people to improve their abilities and/or talents
- ✓ 72% were in agreement that MusicNL provides an environment for the free and open expression of ideas, opinions, and beliefs
- ✓ 66% of folks feel comfortable talking about their sexual orientation and/or gender identify at MusicNL
- ✓ **23%** agreed they know where and *how to report a concern* regarding discrimination and harassment at MusicNL with 39% unsure.
- ✓ 42% were in agreement that there are *policies and procedures* that discourage discrimination and harassment with **52%** unsure



In the demographics section of the survey:

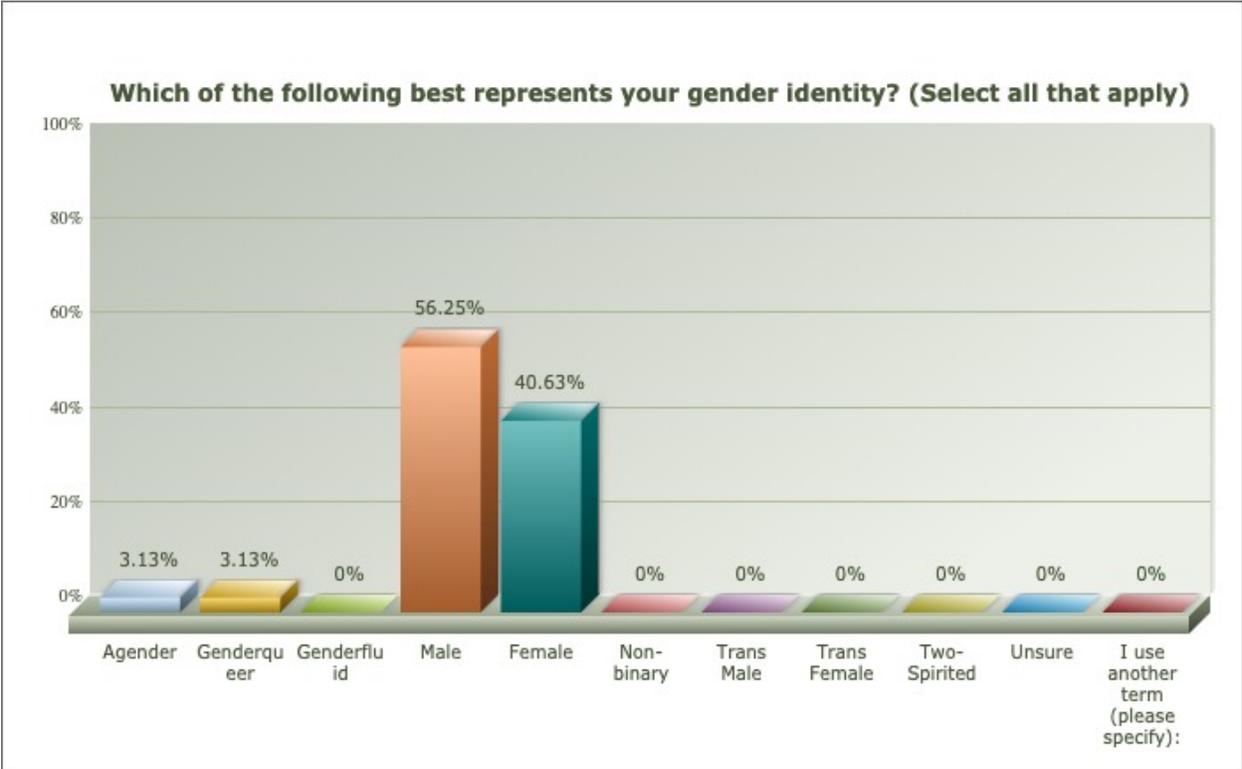
- ✓ **19%** identified as LGBTQ+ (bisexual, asexual, queer, pansexual, lesbian, graysexual)
- ✓ 78% of folks identified as heterosexual
- ✓ No respondents identified as transgender





Under the gender identify section:

- ✓ 56% Male
- ✓ 41% Female
- ✓ 3% Agender/Genderqueer





## Survey comments on the biggest barriers or issues facing LGBTQ+ at MusicNL:

- I could be way off, but I feel that in the past it may have presented issues *but in 2020 it's simply not*. The opportunities are the same across the board. I think the issue may mostly lie with the market for some of the more rare genres and areas of entertainment within these communities.
- *Stigma and mocking*, making fun of through so called 'jokes' in small circles
- Very few members who are *LGBTQ+ and BIPOC*.
- *Stigmatization*
- Creating LGBTQ+ friendly accessible venues with *gender neutral bathrooms*. Breaking down unnerving public opinion that everyone seems to ignore. *Homophobia, Transphobia and racism* are rampant in Newfoundland and Labrador. Difficult to change hard-wired behavior but moving forward I believe MusicNL could be a part of that change.
- *Programming* that supports predominantly cis and white NL folk and rock musicians, predominantly cis and white leadership. When you don't see yourself represented ever, you start to feel like a space isn't for you. MusicNL does not feel like a space or an organization that supports queer people and/or People of Colour making music outside of the "norm". The organization has always felt out of touch with the INCREDIBLE depth and breadth of local music that is deeply creative and appealing both locally, nationally and internationally. The music they program and push, and market as export ready is out of touch with what bookers want and is not representative of the provinces colorful and deeply creative independent music industry. There is SO MUCH good music made in NL - why are artists not bringing it to MusicNL to market and support? Because they don't feel like MusicNL is for them.



## Survey Suggestions to improve LGBTQ+ diversity and Inclusion at MusicNL:

- ✓ The best thing we can do as a group is work together to create *accepting* atmospheres.
- ✓ Creating of *mentorship programs* with more experienced artists. Teach the folks in the lgbtq community who may feel that they are being held back how to navigate the industry. Book the small bar shows, raise money to make an album, book bigger shows, grow your brand, eventually make the bill on the larger festivals.
- ✓ We really need to start at the root and *help everyone* through the industry grow regardless of how they identify.
- ✓ More inclusion with LGBTQ+ and BIPOC, which can include *outreach, partnerships*.
- ✓ The *inclusion* in all manners of life.
- ✓ The more *education* made available to the public to make people less ignorant on LGBTQ+ matters the better it is for growth and awareness for the community.
- ✓ *Engage* with the broader music community outside of your current membership list via a *community meeting* to ask the community directly how you could better support them.



## **The Path Forward**

The path forward is to create a more diversity and inclusivity and a sense of belonging at MusicNL which includes, development of education and training, mentorship, tactical strategies, community partnerships and further development of policies and procedures.

The following recommendations will assist in creating a respectful workplace environment whereby MusicNL staff and membership alike get to bring their full authentic selves to work. These recommendations could be implemented in phases engaging MusicNL membership as each step.

### *Phase one:*

In this phase training sessions will be developed and offered to MusicNL Board, Executive and membership. Within this phase is the goal is to offer three education sessions and to implement one (1) gender neutral Washroom including signage at MusicNL.

### *Phase two:*

In this phase MusicNL will review and explore its values with one pillar being Diversity & Inclusion. As well, this phase will review, develop and implement policies and procedures at MusicNL including harassment and discrimination and engage MusicNL membership through its newsletter about what steps and initiatives are being taken.

### *Phase three:*

In phase three the concentration is on building capacity in the sense of community. Community here is defined in the broader sense of Music Folks across Newfoundland & Labrador (those not yet members of MusicNL) as well the current MusicNL membership. Engagement can occur through mentorship Programs, town hall/community meetings and community partnerships with focus on LGBTQ+, BIPOC and those underrepresented. One way of engagement is through profiling and highlighting of current MusicNL members giving each a one-two week spotlight which highlights each members services and information on how they contribute to the MusicNL community.