



# DIVERSITY AND INCLUSION TOOLSET

Published in 2024

**YOUROPE**  
THE EUROPEAN FESTIVAL ASSOCIATION

**3F** FUTURE-FIT  
FESTIVALS

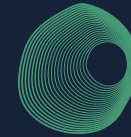
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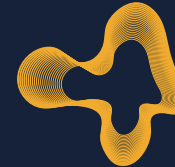
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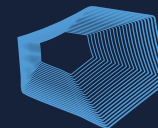
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*YOUROPE – The European Festival Association has developed and released this Diversity & Inclusion Toolset as part of its three-year project „Future-Fit Festivals“ (3F).*

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# INTRO



**Katharina Weber**  
*Editor & project manager at YOUROPE*

**Just like the toolset you keep in your supply closet, this toolset is supposed to help you build something. Only, we're not talking about assembling shelves and wardrobes here, but festivals.**

## **MORE SPECIFICALLY: FESTIVALS THAT ARE FOR EVERYONE.**

On paper, most festivals already seem to be open for everyone. But if we are really honest with ourselves, we know there are still people who don't come to our festivals, although they would like to. For example, because we forgot to post access information on our website, because they feel as if they wouldn't fit in, or they're afraid they'll be harassed for being different. The same applies to potential employees who would like to work in our teams and artists that would like to perform on our stages.

This toolset exists as both a PDF and an **online version**. This PDF very briefly introduces useful resources on diversity and inclusion at festivals. For more detailed infos on every text, a longer version of the glossary, and checklists with tips on how to create more diverse and inclusive festivals, please go to [yourope.org/project/ditoolset/](https://yourope.org/project/ditoolset/)

[View full toolset](#)

# INTRO

## The Tools

This toolset is full of resources that can help you create more inclusive and diverse festivals – for the audience, artists and your own team. Resources include guides, tests, checklists, interviews, databases, toolkits, roadmaps, reports, games and action plans. Most were created by different expert organizations all across Europe and sometimes even beyond.

Other contents were created by the project team, e.g., 13 stories of festivals and projects that have implemented measures for more inclusion and diversity. We wrote these stories, so you can find inspiration and learn more about good-practices that you can replicate at your own festival.

Each resource and story is introduced with a few key facts, a teaser of the contents, and a link to [yourope.org](http://yourope.org). There, you will find full texts explaining the tools and good-practice examples in detail, as well as download links of the resources.

**Please note:** This toolset deals with discrimination in many forms, including sexual harassment and assault. Although we don't talk about specific cases, the texts might trigger unpleasant memories or past trauma. Please consider if this is the right topic for you at the moment, and take a break from reading if you feel unwell.

## The Toolset's Structure

Although different types of discrimination (e.g. relating to ethnicity, gender or disability) often overlap, we tried to give this toolkit a structure by dividing the tools into chapters dedicated to different forms of discrimination.

Three chapters cover strategies to counter ableist, racist, sexist and gender-based discrimination. A chapter is dedicated to creating more consciousness and awareness around diversity topics; another one talks about allyship – how can we fight discrimination, even if we are not the target of discrimination ourselves? The last chapter contains our inspirational good-practice stories.

## Our Glossary and Mission Statement

In this toolset, we use some acronyms and terms that are not self-explanatory. Instead of explaining them each time we use them, we have assembled a glossary. If you don't know what "FLINTA\*", "ableism", "PwD", and "BIPOC" means, don't worry! We explain it to you in our glossary. You can even find a longer version with more terms online.

Plus, we have written a 'Diversity Mission Statement' that you are free to copy and adapt to your own festival. With this mission statement, you publicly declare your dedication to creating a more diverse and inclusive festival and set the course for your organization.

## The Team behind the Toolset

This toolset was developed by a team of event professionals and experts on different diversity and inclusion topics from the YOUROPE network. Although its members come from six different countries, we were painfully aware that our group consisted largely of white, hetero, cis-gendered people without disabilities. To check our own unconscious biases, we put together an advisory board of external experts from different countries and backgrounds that have experienced discrimination themselves, e.g., because they are black, queer or have a disability. They reviewed our texts to make sure they are representative of the groups of people this toolkit is dedicated to.



# GLOSSARY

**Ableism** – Beliefs or practices that rest on the assumption that being able-bodied is 'normal' while other states of being need to be 'fixed' or altered. This can result in devaluing or discriminating against people with physical, intellectual or psychiatric disabilities. Institutionalized ableism may include or take the form of un/intentional organizational barriers that result in disparate treatment of people with disabilities. [Source](#)

**Accessibility** – The 'ability to access' the functionality of a system or entity, and gain the related benefits; the degree to which a product, service, or environment is accessible by as many people as possible. Accessible design ensures both direct (unassisted) access and indirect access through assistive technology (e.g., computer screen readers). [Source](#)

**Ally** – A person who is not a member of a marginalized or disadvantaged group (e.g. relating to gender, age, ethnicity, sexual orientation, religion) but who expresses or gives support to that group. An ally acknowledges oppression and actively commits to reducing their own complicity, for example by expanding their own knowledge and awareness of oppression. [Source 1](#), [Source 2](#)

**Anti-racism** – "Anti-racism is an active commitment to working against racial injustice and discrimination. It's making conscious and thoughtful decisions regarding your own behaviours and reflecting how they negatively influence and impact your own biases and actions. You do not have to be completely free of racism or bias to be anti-racist. Part of the role as an anti-racist person is self-reflection and self-improvement. An anti-racist is different from a non-racist due to the active nature of the position. [...]" [Source](#)

**Awareness** – "Awareness refers to the conscious attention to situations in which the boundaries of others are or have been crossed. All forms of discrimination and violence can play a role in this, but it is also about sensitivity to a person's well-being. [...] Awareness work aims to ensure that all people, regardless of gender, sexual orientation, skin color, origin, appearance, and physical abilities, can feel as comfortable, free, and safe as possible. Border-crossing situations and (sexualized) violence should be prevented in advance by making people aware of structures and reflecting on them. [...]" [Source](#)

**Bias; Implicit, unconscious or hidden bias** – "A form of prejudice that results from our need to quickly classify individuals into categories." Although this prejudice can be in favor of or against one thing, person, or group, it usually turns out to be unfair or negative. An implicit or hidden bias is the same prejudice that we unconsciously make about another person based on common cultural stereotypes, rather than on a thoughtful judgment. [Source 1](#), [Source 2](#)

**BIPoC** – "An acronym used to refer to black, Indigenous and people of color. It is based on the recognition of collective experiences of systemic racism. As with any other identity terms, it is up to affected individuals to use this term as an identifier." [Source](#)

**Black** – "Black is a self-identifying term by and for Black people of African or African Diaspora descent, but can also be used by other minority ethnic groups. Blackness does not refer to skin color, but is rather a construct that designates a common identity and mutual solidarity based on shared experiences of racism and colonialism. It denotes a structurally disadvantaged position within racist power structures. [...]" [Source](#)

**Cisgender** – "A term for people whose gender identity, expression or behavior aligns with those typically associated with their assigned sex at birth." [Source](#)

**Consent** – "Consent, among other things, distinguishes sex from sexualized violence. In this context, consent means that all participants in a sexual act have freely agreed to it and can stop at any time. The prerequisite for consent is the ability of all participants to give their consent. This is not the case, for example, with unconscious or sleeping people and can also be affected by relationships with power imbalances or dependence, alcohol and other drugs, etc." [Source](#)

**Disability; hidden disability (also: invisible disability)** – Physical or mental impairment that affects a person's ability to carry out day-to-day activities. Hidden disabilities are disabilities that are not immediately apparent when looking at the affected person. Hidden disabilities include chronic illnesses like asthma, diabetes, and epilepsy as well as mental disabilities and disorders like depression, ADHD, Dyslexia and Autism, and some types of cancer. [Source 1](#), [Source 2](#)

**Discrimination** – "The unequal treatment of members of various groups, based on conscious or unconscious prejudice, which favors one group over others on differences of gender, economic class, sexual orientation, physical ability, religion, language, age, national identity, religion and other categories." [Source](#)

**Diversity** – "Socially, it refers to the wide range of human identities. It broadly includes ethnicity, gender, age, national origin, religion, disability, sexual orientation, socioeconomic status, education, marital status, language, veteran status, physical appearance, etc. It also involves different ideas, perspectives and values." [Source](#)

**Equity** – "The fair treatment, access, opportunity and advancement for all people, while at the same time striving to identify and eliminate barriers that prevent the full participation of some groups. The principle of equity acknowledges that there are historically underserved and underrepresented populations and that fairness regarding these unbalanced conditions is necessary to provide equal opportunities to all groups." [Source](#)

# GLOSSARY

**Ethnicity** – “A group of people whose members identify with each other through a common heritage, often consisting of a common language, common culture (which can include a religion) and/or an ideology which stresses a common ancestry. It is the way that most countries and peoples choose to delineate groups and has superseded the idea of ‘race’.” [Source](#)

**FLINTA (also: FLINTA\*, FLINTA+)** – FLINTA is an acronym used to describe groups of people other than cisgender men that stands for female, lesbian, intersex, non-binary, trans, and agender. An asterisk or plus can be used at the end of the term to indicate that it includes anyone whose identity isn’t explicitly mentioned in the acronym but is still theoretically included (e.g. genderfluid, bigender, and genderqueer). The acronym is also used in German. In this case, the F stands for “Frauen” (“women”). Sometimes the term FINTA is preferred, because unlike the other terms, “lesbian” refers to sexual orientation rather than gender identity. [Source 1](#), [Source 2](#)

**Gender, Gender Identity** – “Gender refers to the social constructs and roles around sex. It is distinct from one’s biological sex. Gender describes the culturally constructed gender aspects of people, i.e. things that are usually considered typically female or typically male in a culture. This insight goes back to the feminist writer Simone de Beauvoir. In her book ‘The Other Sex’ (1949), she put forward the thesis that one is not born a woman, but is made a woman during life, and that the supposed differences between women and men are not a product of nature, but a product of society.” [Source](#)

**Global Majority** – An alternative to terms like “ethnic minority groups”, “people of colour” and “non-white people” that challenges the negative implications that many of these expressions have. It is estimated that 85% of the global population are members of the global majority, so the term tries to debunk the myth of white supremacy - from a global perspective, white people are not, in fact, in the majority, although language, art, customs, and schooling particularly in Western society leads us to believe this. Read this [blog post](#) to find out more. The term has been criticized for allegedly diluting language (using the word “majority” to describe groups who are in the minority in certain countries) and for not including white ethnic groups that are cultural minorities in white majority societies, such as Jews. [Source 1](#), [Source 2](#)

**Harassment** – Comments or actions that the target person perceives as offensive, embarrassing, humiliating, demeaning or unwelcome. [Source](#)

**Inclusion** – “The act of creating an environment in which any individual or group will be welcomed, respected, supported and valued as a fully participating member. An inclusive and welcoming climate embraces and respects differences.” [Source](#)

**Intersectionality** – “The complex, cumulative way in which the effects of multiple forms of discrimination (such as racism, sexism, and classism) combine, overlap, or intersect, and have multiple effects on the same individuals or groups. Also refers to the view that overlapping and interdependent systems of discrimination and inequality can more effectively be addressed together.” [Source](#)

**LGBTQIA+ (also: LGBT+)** – “An inclusive term for those who identify as lesbian, gay, bisexual, transgender, queer, intersex, and asexual.” The + is used to indicate that the term refers to anyone from the LGBTQIA community, even if neither of the terms accurately describes their sexual orientation or gender identity. [Source 1](#), [Source 2](#)

**People of Colour** – A collective term for those of Asian, African, Latinx and Native American backgrounds, as opposed to the collective “White”. [Source](#)

**PwDs** – Acronym for ‘people/person(s) with disabilities.’

**Racism** – “A belief that ethnic or cultural differences produce or are associated with inherent superiority or inferiority, which results in prejudice, discrimination or hostility against entire ethnicities. Racially-based prejudice, discrimination, hostility or hatred. Institutionalized racism, also known as systemic racism, refers to forms of racism that are engrained in society or organizations. It is when entire ethnic groups are discriminated against, or consistently disadvantaged, by larger social systems, practices, choices or policies.” [Source](#)

**Safe(r) Space** – An environment in which everyone feels comfortable expressing themselves and participating fully, without fear of attack, ridicule or denial of experience. Since it is almost impossible to guarantee absolute safety, the term “safer space” is used more often. Festivals can declare an area, a room, a container etc. on their site as a “safer space” and assign people with some kind of psychological training to host it, so guests who feel unsafe and/or have become victims of harassment have a place they can turn to for help. [Source 1](#), [Source 2](#)

**Sexism** – “Sexism refers to various forms of discrimination against people on the basis of their gender (actual or perceived). Sexism also refers to the ideology underneath this phenomenon, which establishes a hierarchy of gender roles: men are privileged, while women are devalued or discriminated against. Sexism manifests in culturally- and historically-specific ways. Its effects are visible in the marginalization of women, trans, non-binary and intersex people.” [Source](#)

**Sexual Orientation** – “An individual’s enduring physical, romantic and/or emotional attraction to another person. Gender identity and sexual orientation are not the same. Transgender people may be straight, lesbian, gay or bisexual.” [Source](#)

Find the **full glossary** with sources and more terms online.

[View full glossary](#)

# MISSION STATEMENT

Suggestion for a Diversity & Inclusion Mission Statement  
by YOUROPE – the European Festival Association

We encourage festivals to copy and adapt this Mission Statement for their own purposes.

## OUR MISSION

Our mission is to organise a diverse, accessible and inclusive festival. We recognise that it is the right thing to do, and we are making it a priority in our work.

In our festival, people of different genders, sexual orientations, ethnicities, cultures, ages, abilities, and social backgrounds, with different experiences, values, hopes and dreams come together. We welcome, encourage and promote this great diversity by providing an inclusive environment. We want to give all visitors the opportunity to be themselves, to feel safe and welcome.

To achieve this, we honour and support the diversity of the staff, service providers, volunteers, partners, artists and visitors. We recognise individual differences and develop ways for everyone to attend or work at the festival. That is why we plan to constantly learn and improve our diversity and inclusion concepts by expanding our network of people, programmes and tools.

## OUR APPROACH

Our approach to inclusion and diversity is based on listening, learning and acting.

To create, maintain and improve a diverse and inclusive festival environment, we need to foster diversity both on our festival site and in our entire organisation. This begins with our hiring practices and extends to, but is not limited to, the booking of artists.

We take multiple approaches to increase the number of people of all backgrounds at our festival and make it universally accessible. We constantly improve our knowledge and concepts by using resources such as YOUROPE's Diversity & Inclusion Toolset, by training and sensitising our employees, and by including the perspectives of, e.g., the FLINTA\*, LGBTQIA+, disability, and ethnic minority communities.

We want to engage with guests, volunteers, artists, employees, partners, and service providers from different backgrounds to mirror the world outside and to acquire knowledge and understanding of how all our attendees might experience our festival.

# MISSION STATEMENT



## OUR DIVERSITY & INCLUSION STRATEGY

- Creating behavioural standards (e.g., a code of conduct)
- Establishing an inclusive work environment that respects and embraces diversity
- Educating and training our employees and volunteers
- Assigning a responsible person for diversity & inclusion within our organisation (who leads and monitors our diversity and inclusion activities)
- Integrating diversity and inclusion strategies in employee/volunteer recruitment and artist booking processes
- Actively seeking advice from guests, volunteers, artists, employees, and service providers with different backgrounds and points of view
- Collaborating with institutions, organisations and movements related to diversity & inclusion
- Creating an annual public report which measures progress in all diversity and inclusion related areas
- Encourage our partners to adhere to these diversity and inclusion standards

## OUR VALUES & GOALS

- Being diverse and inclusive at all levels of the organisation as well as in our booking practices
- Creating an inclusive and welcoming environment for our guests to promote their diversity and wellbeing
- Fair treatment of all employees, artists, volunteers, partners and guests from all backgrounds
- Offering diversity & inclusion education and training to our staff and volunteers
- Constant learning and improving all of these processes and concepts



# INCLUSION & ACCESSIBILITY





## 4 PATHS TO ACCESSIBILITY

Author: Roskilde Festival

Published in: **2023**

🔑 Keywords: *accessibility, disability, checklist*



This text gives a simple overview and checklist of the four paths to accessibility (physical, psychological, organisational, social), with a few examples of each. The four paths describe places where we can place or remove barriers of entry to people with disabilities.

[Read more](#)

## GUIDE: 'ACCESSIBILITY AND FESTIVALS'

Author: NØRDEN – the Nordic arts Festival, Höme – Für Festivals

Published in: **2021**

🔑 Keywords: *accessibility for beginners, accessibility for low-budget festivals*



This guide is a comprehensive collection of good-practice tips which you can use to make your festival more accessible in a multitude of ways, e.g. audience travel, on-site access, sanitation and communication. It takes into consideration different budgets and types of organizations.

[Read more](#)

## 'A FESTIVALS GUIDE TO ACCESSIBLE EVENTS'



Authors: Eastern Riverina Arts, IDEAS  
Published in: **May 2020**

🔑 Keywords: inclusion of people with disabilities, attitude training for staff, training course, accessibility checklist, customer service, inclusive language

The guide assists festivals in becoming more inclusive and accessible to people with disabilities, who may wish to be involved in events as attendees, entertainers, presenters and/or participants. Although written for an Australian audience, many parts of the guide are applicable to European festivals as well.-

[Read more](#)

## GUIDE: 'ACCESS STARTS ONLINE'



Authors: Attitude is Everything, Association of Independent Festivals UK  
Published in: **2016**

🔑 Keywords: accessibility, web accessibility, online access information, preparing for the festival visit, booking tickets

Access Starts Online is a digital campaign which provides festivals and venues with respective guides and templates for creating clear access information on their websites.

[Read more](#)

## 'GUIDE TO ACCESSIBLE FESTIVALS & OUTDOOR EVENTS'



Author: The Government of Ontario, Canada  
Published in: **2016**

🔑 Keywords: accessibility, festival planning, checklist

This guide offers some relatively simple solutions to improve the accessibility of events, covering all areas from planning and running an outdoor event to gathering feedback and improving it afterwards.

[Read more](#)

## TOOLKIT: 'NO CLIMATE ACTION WITHOUT US'



Authors: Attitude is Everything, Julie's Bicycle, A Greener Future  
Published in: **2024**

🔑 Keywords: accessibility, sustainability, intersectionality, inspirational case studies

This toolkit explores how to include people with disabilities in live event sustainability and how to make sustainable solutions accessible for them. It is based on research, summarizes challenges and solutions, presents inspirational good-practices from three festivals and gives recommendations for next steps.

[Read more](#)

## GUIDE: ACCESSIBILITY WHEN RECRUITING VOLUNTEERS

Author: **Roskilde Festival**

Published in: **2023**

Keywords: *accessibility, recruitment, volunteering*



Photo credit: Rasmus Kongsgaard

This is a guide aimed at team leaders and recruiters to help them make the process of recruiting volunteers more inclusive. It explains how to improve the diversity of people who are allowed to volunteer in your organisation.

[Read more](#)

## INTERVIEW: LIFE ON WHEELZ

Topic: **What makes an event people-with-disabilities-friendly?**



Wojtek and Agata Sawiccy, also known as Life on Wheelz, are an interabled couple from Poland. They call themselves “influencers with a mission”, because they use social media to break stereotypes about people with disabilities. We asked them how to make festivals accessible and what still has to improve in the upcoming years.

[Read more](#)

## TIPS ON BEHAVIOUR

Festival organisers can introduce a number of measures aimed at people with various disabilities to make their festival visit as uncomplicated and enjoyable as possible. This text contains a brief checklist to create more accessibility, from building ramps and raised platforms to offering personal assistants, hearing loops, audio description and dedicated relaxation zones.

[Read more](#)



# ANTI-RACISM & DIVERSITY WORK



## REPORT: ETHNICITY AND DISABILITY IN THE MUSIC INDUSTRY

Title: **'Unseen. Unheard. Race and Disability – Black disabled experience in the UK's music industry'**

Authors: **Black Lives In Music, Attitude is Everything**

Published in: **June 2023**



🔑 Keywords: *anti-racism, disability, intersectionality, ableism, racism*

This report examines the intersection of racial and ableist discrimination. Survey responses of black disabled musicians from the UK revealed that a large majority has experienced discrimination and feels that there are barriers to their success in the music industry.

[Read more](#)

## SWISS DIVERSITY ROADMAP ENCOURAGES EVERYONE TO TAKE ACTION

Authors: **PETZI, Helvetiarock, Flirt don't hurt, Sensability, We can dance it**

Started: **2019**

🔑 Keywords: *diversity, communication, programming, infrastructure, intervention, sexual harassment, gender inclusive*

The roadmap aims to guide the music industry in fostering mindfulness and determination against discrimination. Its objective is to promote respect for all individuals and actively engage a broad spectrum of people.

[Read more](#)

## REPORT: 'MUSICIANS' CENSUS' REVEALS RACISM

Title: **'Musicians' Census – Musicians from the Global Majority Insight Report'**

Authors: **Help Musicians, Black Lives in Music, UK Musicians' Union**

Published in: **November 2023**



🔑 Keywords: *anti-racism, global majority, BIPoC*

Analysing responses from members of the global majority in the 'Musicians' Census' survey reveals that discriminatory practices are still affecting the lives of BIPoC artists. The report discusses regularly occurring racist discrimination, a lack of reporting of such incidents, and the ethnicity pay gap.

[Read more](#)

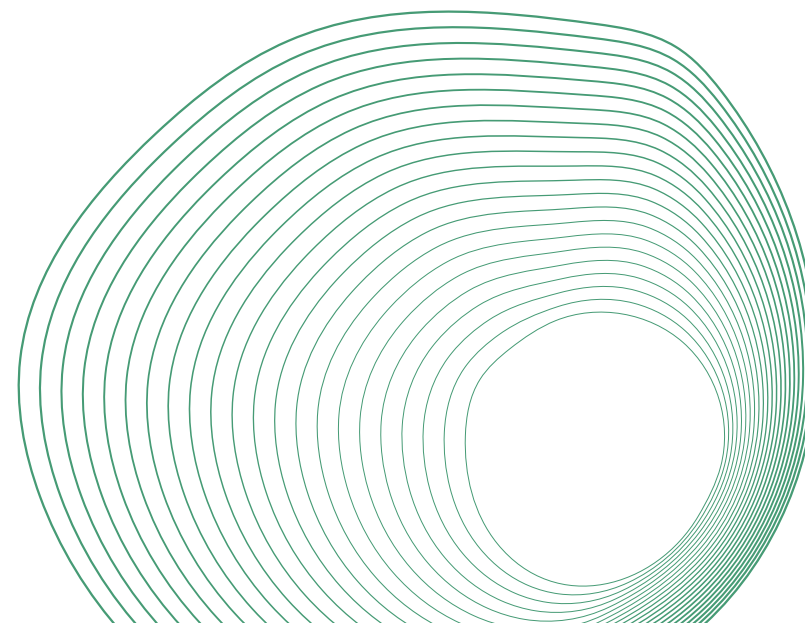






Photo credit: Emil Lyders

## 20 ACTIONS TO DIVERSIFY THE WORKFORCE

Author: [Stephanie Sparks / Lever](#)  
Published in: **September 2023**

🔑 Keywords: practical guide, recruitment, hiring, communication, wellbeing, inclusion, diversity, organisational structure

A short guide with concrete steps to create a more diverse workforce and enhance the wellbeing and employee experience.

[Read more](#)



Photo credit: Daniel Gassner, Artist: Zoe Wees at Summer Days Festival 2023

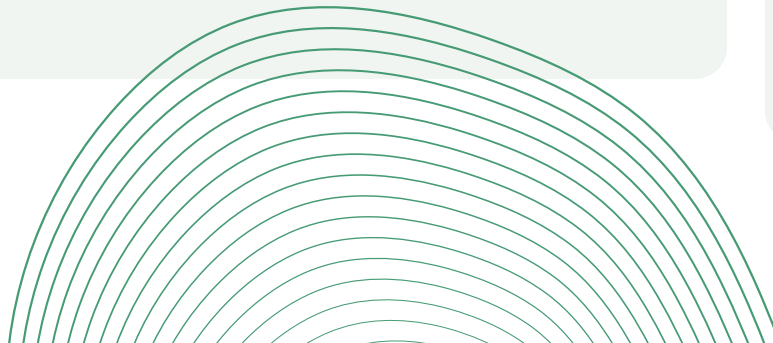
## INCLUSION INITIATIVE: 'DIVERSIFY THE STAGE'

Author: [Noelle Scaggs \(Fitz and The Tantrums\)](#)  
Started in: **2020**

🔑 Keywords: gender equality, anti-racism, intersectionality, LGBTQIA+, diversity, underrepresented groups, pledge

The goal of this initiative is to break down the homogeneity of the live music, events and touring industries by providing historically marginalized and underrepresented communities greater access to equal opportunities. DTS supports this cause by organizing an online directory and by hosting mentoring programmes.

[Read more](#)



## DISCOVER YOUR BIAS WITH IMPLICIT ASSOCIATION TESTS

Authors: **Dr. Tony Greenwald (Uni. of Washington), Dr. Mahzarin Banaji (Harvard Uni.), Dr. Brian Nosek (Uni. of Virginia), Dr. Bethany Teachman (Uni. of Virginia), Dr. Matt Nock (Harvard Uni.)**  
Published in: 2011

🔑 Keywords: diversity, bias, recruitment

We are all biased, even if we are not always aware which way our preferences lean. With these tests, you can test your implicit biases in a multitude of areas, e.g. ethnicity and disability. The results will tell you where your bias lies. This way, you can become more aware of your unconscious preferences and try to take them into account when making decisions.

[Read more](#)

## INTERVIEW: ROSA LOIS BALLE YAHIYA (ANOTHER LIFE)

Topic: representation of marginalized groups at festivals



Rosa Lois is an expert on representation, discrimination, and working conditions for minoritized individuals and women, who founded the award-winning Danish non-profit association Another Life. We talked to her about the concept of representation, anti-racism, recent positive trends, and tips for festivals to improve representation at their events.

[Read more](#)

## TIPS ON BEHAVIOUR

This text contains a checklist with concrete steps that help you bring more cultural and ethnic diversity to your event and to fight racial discrimination both at your festival and in your organization. From promoting diverse line-ups and implementing anti-discrimination policies to challenging stereotypes and amplifying marginalised voices.

[Read more](#)



# GENDER & SEXUAL EQUITY



## REPORT: SURVEY REVEALS GENDER-BASED DISCRIMINATION

Title: **'Be the Change: Gender Equality in the Music Industry'**

Authors: **Believe, TuneCore, Luminate**

Published in: **2023**



🔑 *Keywords: gender-based discrimination, gender equity, sexual harassment, FLINTA\*, trans, non-binary, mental health, inclusion, intersectionality*

This survey asked more than 1,650 creators, industry professionals and executives from 109 countries about their experiences with gender-based discrimination in the music industry. The results showed that gender-based discrimination is, in fact, prevalent and affecting the lives and careers of FLINTA\* individuals in the industry.

[Read more](#)

## REPORT: SURVEY REVEALS DISCRIMINATION OF LGBTQIA\* MUSICIANS

Title: **'Musicians' Census – LGBTQ+ Musicians Insight Report'**

Authors: **Help Musicians, Come Play With Me, UK Musicians' Union**

Published in: **February 2024**



🔑 *Keywords: LGBTQIA+, artists, gender equality, marginalized communities, supportive measures*

This report is based on the survey answers of 1090 UK-based musicians who self-identify as members of the LGBTQIA+ communities. It offers a nuanced glimpse into the pervasive challenges posed by cost-related barriers, discriminatory practices, and the resulting mental health strains among LGBTQIA+ musicians.

[Read more](#)

## REPORT: 'MISOGYNY IN MUSIC'

Author: **Women and Equalities Committee of the UK House of Commons**

Published in: **November 2023**



🔑 *Keywords: misogyny, women in music, gender equality, women's rights*

This publication summarises the status quo of female workers in the UK music sector, drawing from numerous sources and surveys. It also contains recommendations to improve gender equality in our sector.

[Read more](#)

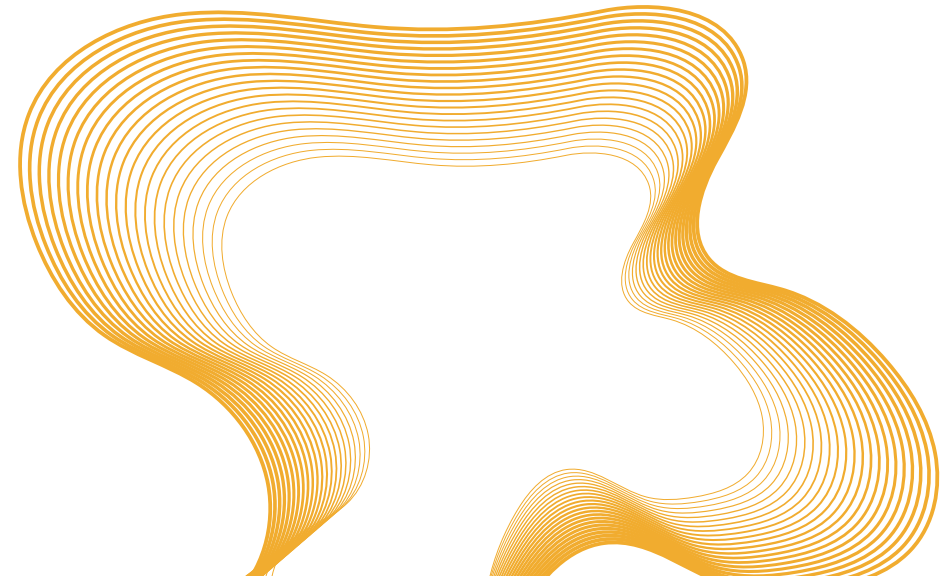




Photo credit: Sergio Albert | DJ Rosario and Sama Yax

## UK MUSICIANS' UNION'S TOOLS ON GENDER: A COMPILATION

Author: **UK Musicians' Union**

Keywords: code of practice, guide, report, anti-sexual harassment policy, harassment, discrimination, freelance workers, safer spaces, breastfeeding, FLINTA\*

In this text, we present six resources for more gender equality out of the many useful guides published by the UK Musician's Union. Topics include preventing discrimination and sexual harassment, developing an anti-sexual harassment policy, appropriate behaviour in the workplace, and breastfeeding at work.

[Read more](#)

## GUIDE: SUPPORTING LGBTQIA+ SURVIVORS OF SEXUAL VIOLENCE

Title: **'Breaking Barriers for LGBT+ Survivors of Abuse and Violence at Festivals'**

Authors: **Association of Independent Festivals UK, Galop**

Published in: **June 2023**

Keywords: LGBTQIA+, sexual violence, abuse, survivors

The "public narrative" of sexual violence tends to focus on heterosexual, white, able-bodied individuals, but in fact, abuse and violence also affect many individuals that don't fit this description. This 4-page guide presents a practical approach to overcoming barriers when addressing abuse and violence against LGBTQIA+ survivors within festival settings.

[Read more](#)

## CAMPAIGN: 'SAFER SPACES AT FESTIVALS'

Creators: **Association of Independent Festivals UK, Festival Safe**

Initiated in: **2017/2022**

Keywords: sexual violence, harassment, assault, bystander behaviour, reporting, safety

This campaign provides info on how to tackle sexual violence, harassment and assault at festivals. More than 100 festivals have endorsed the best-practice charter published as part of this campaign, pledging to treat all reports of sexual harassment and violence seriously, to ensure swift action and thorough investigations.

[Read more](#)





Photo credit: Florian Aeby | Aurora at OpenAir St. Gallen 2023

## 'LGBTQ+ INCLUSION GUIDE'

Author: **Making Music**  
Published in: **October 2023**

🔑 Keywords: LGBTQIA+, underrepresented genders, safer spaces, groups for making music

This guide explains which barriers to including LGBTQIA+ people exist in music-making and how to overcome them. It is aimed at everyone involved in a music group or a choir, but the learnings can also be applied in a wider musical context.

[Read more](#)



Photo credit: Xavi Torrent / Mujeres en la Industria de la Música team

## SELF-ASSESSMENT TEST FOR GENDER EQUALITY

Author: **Mujeres en la Industria de la Música**

🔑 Keywords: self-assessment, gender equality, gender balance, work-life balance policies, parental leave, equal pay, accessibility

This self-assessment test developed by the biggest Spanish organisation on gender equity and music enables organisations to check without external help how they are doing in terms of gender equality.

[Read more](#)

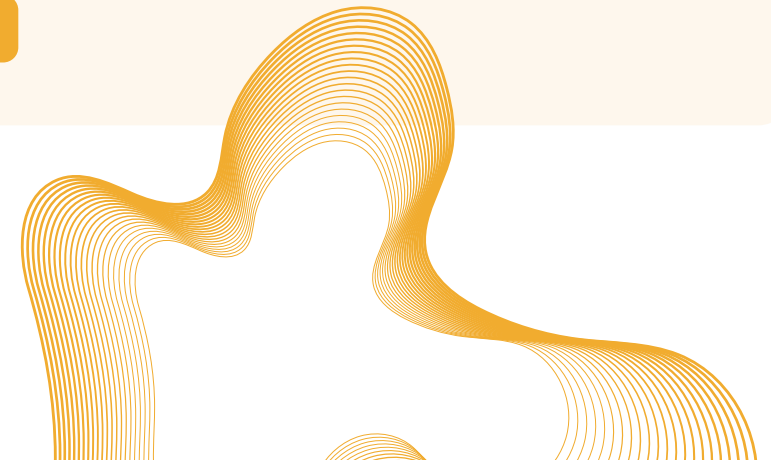






Photo credit: Nicole Rötheli | Tash Sultana at OpenAir St. Gallen 2023

## KEYCHANGE: WORKING TOWARDS GENDER BALANCE

Author: **Keychange**  
Started in: **2017**

🔑 Keywords: gender equality, gender balance, underrepresented genders, FLINTA\*, marginalized groups, pledge

What started out as a European talent development programme in the meantime has developed into a global movement for gender equality in the music sector, offering services such as training, mentoring and network support. Festivals can sign the 'Keychange Pledge' for 50/50 gender-split line-ups.

[Read more](#)



Photo credit: GENIE

## DATABASE: 'GENIE – GENDER EQUALITY NETWORKS IN EUROPE'

Creator: **Grace Goodwin**  
Started in: **April 2024**

🔑 Keywords: gender equality, gender balance, FLINTA\*, research, database, collaboration, intersectoriality

Supporting gender equality in the music sector is the main objective of the online database GENIE, created by the gender equality activist and researcher Grace Goodwin. At launch, the database already included more than 300 projects, and new ones are added constantly.

[Read more](#)





Photo credit: Primavera Sound

## 'NOBODY IS NORMAL' PROTOCOL: FREE EXPRESSION OF GENDER & SEXUAL ORIENTATION

Creator: [Primavera Sound](#)

Started in: **2019**

🔑 *Keywords: sexual harassment, anti-sexual harassment protocol, gender diversity, sexual diversity, LGBTQIA+, awareness, harm reduction*

This action plan against sexual aggression and harassment, trans- and homophobia includes measures to ensure that everybody can express their gender and sexual identity at the festival freely. It also determines precise procedures to deal with cases of sexual harassment and gender-based violence.

[Read more](#)



## TIPS ON BEHAVIOUR

This text contains a checklist with concrete strategies and actions that organisers, attendees, and performers can undertake to create safer and more inclusive festival environments, particularly for women, FLINTA\* and LGBTQIA+ individuals. From implementing comprehensive policies against sexual harassment and gender-based violence to promoting consent culture and challenging gender norms.

[Read more](#)



# CONSCIOUSNESS & RESPONSIBILITY







Photo credit: Till Petersen / Roskilde Festival

## AWARENESS CONCEPTS

Examples: [SPEX Festival](#), [Roskilde Festival](#), [Flow Festival](#), [Fluid Festival](#), [Reeperbahn Festival](#)

🔗 Keywords: awareness, awareness concept, action cards

How does a festival define a safer space? Which measures are in place to make everyone feel welcome and comfortable? Where can you get help if you feel unsafe? All these questions and more can be answered in a festival's awareness concept. This text explains what an awareness concept should contain and links to examples of existing concepts.

[Read more](#)



Photo credit: Roskilde Festival

## CODES OF CONDUCT: EXAMPLE ROSKILDE FESTIVAL

Author: [Roskilde Festival](#)

Published in 2024

🔗 Keywords: code of conduct, culture, behaviour, expectations, safety

A code of conduct communicates to your guests, employees and volunteers which kind of behaviour you want and do not want to see at your festival. It is also a means for you to bring your values across. This text discusses codes of conducts in general as well as the example of Roskilde Festival, which is special in that it follows an exclusively positive approach to behaviour.

[Read more](#)

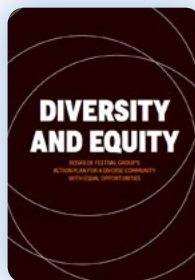
## 'DIVERSITY AND EQUITY ACTION PLAN' – ROSKILDE FESTIVAL

Authors: [Roskilde Festival – DEI team led by Mika Christoffersen](#)  
Published in: **2022 (Danish) / 2023 (English)**

🔗 *Keywords: action plan, goal setting, wellbeing, equity, behaviour*

Roskilde Festival has been working on diversity, inclusion and equity since 2016 under the title 'Orange Together.' In 2022, they published this three-year action plan, setting goals for the festival and the organisation in three fields: diversity, wellbeing and behaviour.

[Read more](#)



## GAME: 'GO / NO GO – A GAME OF BOUNDARIES'

Authors: [Roskilde Festival – Mika Christoffersen](#)  
Published in: **2022**

🔗 *Keywords: inclusion, conversation, game, boundaries, team building*

'Go / No Go – A Game of Boundaries' is a game to help teams and organisations have the tough conversations surrounding boundaries and different lived experiences. When teams become diverse, not all members have the same backgrounds and views, so it makes sense to foster understanding and inclusiveness in a team by talking about these things.

[Read more](#)

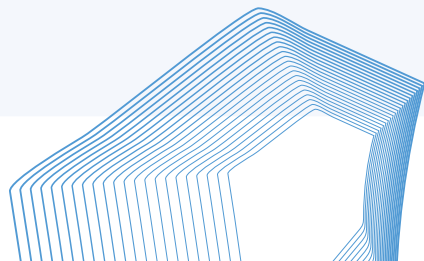


Photo credit: Ben Houdijk | Lynks on stage at the Grand Theatre at ESNS

## RESOURCE COLLECTION: 'DIVERSITY ON TOUR'

Author: [Lotje Horvers](#)  
Published in: **2022**

🔗 *Keywords: diversity, inclusion, allyship, touring, newcomers*

'Diversity on Tour' is a webpage and a collection of resources put together by the well-esteemed tour manager Lotje Horvers. If you want to make your tour or event more diverse, this webpage serves as a huge database – whether you are a touring, a newcomer working in the field of live music and festivals or a seasoned professional.

[Read more](#)



# ALLYSHIP





## THREE GUIDES ON ALLYSHIP BY AMNESTY INTERNATIONAL



Author: [Amnesty International Australia](#)

🔑 Keywords: *allyship, anti-racism, inclusive language, educating children and adolescents*

Being an ally means actively supporting marginalised individuals, e.g. by advocating for marginalised communities and by challenging ignorant behaviour and attitudes when you encounter them. Amnesty International Australia has published three guides on allyship, more specifically about 1) inclusive language and events, 2) anti-racism work, and 3) raising children as anti-racism allies.

[Read more](#)

## 'THE GUIDE TO ALLYSHIP'

Author: [Amélie Lamont](#)

Published in: **2022**

🔑 Keywords: *allyship, open-source, starter guide*

GUIDE TO  
ALLYSHIP

This passion project by a designer and writer explains what an ally is and why allies are necessary, suggests Dos and Don'ts, offers strategies for handling mistakes and apologies. It does not deal with a specific marginalized group, but rather with the concept of 'allyship' in general.

[Read more](#)

## ARTICLE: 'A GUIDE TO BECOMING A BETTER ALLY'

Authors: [Harvard Business Review / Rakshitha Arni Ravishankar](#)

Published in: **June 2023**

🔑 Keywords: *allyship, workplace, systemic inequities*

This short article gives tips on how to become a better ally, with a particular focus on allyship in the workplace.

[Read more](#)



# GOOD PRACTICES







Photo credit: Isabel Roudsarabi | Roskilde Festival

## ACTIVISM ON STAGE

Examples: **Superbloom, Sziget & Roskilde Festival**

🔑 *Keywords: activism, community, anti-racism, LGBTQIA+, cooperation with NGOs, communication of values, taking a stand*

Three examples of activities at European festivals show how festival organisers can incorporate values like anti-racism, gender equality and inclusion into their events – by giving room to activists on their main stage and elsewhere on their festival sites.

[Read more](#)



Photo credit: Boom Festival

## BOOM FESTIVAL

Name: **Boom Festival**  
Daily capacity: **39,000**  
Number of days: **8**

City & country: **Idanha-a-Nova, Portugal**  
Site: **Boomland, Idanha-a-Nova Lake**  
Established in: **1997**

🔑 *Keywords: Social ticketing*

With visitors from 169 nations, Boom has a truly international audience. To keep the festival affordable even for people from countries with weak economies, Boom uses a social ticketing system. 10% of the tickets are sold at a discount, and 500 tickets are given to residents of a chosen guest country for free each edition.

[Read more](#)







Photo credit: Michal Augustini

## COLOURS WITHOUT BARRIERS

**Name:** Colours of Ostrava      **City & country:** Ostrava, Czech Republic  
**Daily capacity:** 53,000      **Site:** Dolni Vitkovice (national site of industrial heritage)  
**Number of days:** 4      **Established in:** 2002

🔊 **Keywords:** accessibility, mobility reducing disability, hearing disability, visual disability, autism spectrum disorder (ASD)

'Colours without Barriers' is the name of Colours of Ostrava's accessibility scheme. Measures range from ramps to multisensory zones for people with ASD. Visitors with disabilities praise the festival for providing them with personal assistants who are specialized on all kinds of disabilities and support the visitors throughout their experience.

[Read more](#)



Photo credit: Michal Augustini

## COOLTURAL FESTIVAL

**Name:** Cooltural Festival      **City & country:** Almería, Spain  
**Daily capacity:** 15,000      **Site:** Recinto Ferial de Almería  
**Number of days:** 3      **Established in:** 2018

🔊 **Keywords:** accessibility, mobility reducing disability, hearing disability, visual disability, cognitive disability, autism spectrum disorder

Cooltural Festival is a frontrunner of accessibility. They have almost fifty accessibility measures in place, hire people with disabilities to work in all areas of the festival, collaborate with ca. twenty organisations and associations related to disability, and the line-up always includes artists with disabilities.

[Read more](#)





Photo credit: Ben Houdijk

## ESNS

Name: **ESNS** City & country: **Groningen, Netherlands**  
 Number of days: **4** Established in: **1986**  
 Total # of visitors: **40,000** (conference & festival)  
 Site: **De Oosterpoort + 20-30 venues and clubs in the city**

🔑 Keywords: accessibility despite multiple venues, people with low literacy, racist behaviour among security staff, gender-balanced line-up, gender-balanced crews, safer space, active bystander training

As a conference and showcase festival, ESNS faces several challenges, e.g., making dozens of venues accessible, creating a gender-balanced line-up, creating a diverse programme for a diverse audience of industry professionals and casual concert-goers. Among other things, ESNS seeks advice from an external advisory board, does its own research, and participates in Keychange.

[Read more](#)



Photo credit: Laura Keimel

## FOR A CHANGE FESTIVAL

Name: **For a Change Festival** City & country: **Passau, Germany**  
 Daily capacity: **800** Site: **Domplatz Passau and clubs in the city**  
 Number of days: **2** Established in: **2023**

🔑 Keywords: Safer space for LGBTQIA+, FLINTA\*, BIPoC and disabled individuals

For a Change Festival is a rare safer space for LGBTQIA+ individuals in rural Bavaria. The festival equally focuses on the inclusion of FLINTA\* and BIPoC individuals, people with disabilities and those with low income. An awareness concept, cooperations with social organizations and a workshop programme help raise awareness and educate their audience.

[Read more](#)







Photo credit: Petteri Hakala | Provinssi Festival

## FULLSTEAM AGENCY

Name: **Provinssi | Sideways Festival** City & country: **Seinäjoki | Helsinki, Finland**  
 Daily capacity: **32,000 | 10,000** Number of days: **3 | 3**  
 Established in: **1979 | 2015**  
 Site: **Törnävänsaari (recreational park) | Nordis (Helsinki Ice Hall)**

🔑 Keywords: safer space, accessibility, (gender) equality, diverse staff, inclusion of disadvantaged people, inclusion of elderly, inclusion of children

Fullsteam Agency, one of Finland’s biggest concert promoters and booking agencies, has applied a number of measures to make its festivals and the agency itself more inclusive, diverse and equal. Measures range from the agency’s recruitment process to festival audiences and artists.

[Read more](#)



Photo credit: Piotr Tarasewicz-Klimat | Open'er Festival

## OPEN'ER FESTIVAL

By *Ola Krakowska*, New Media & Marketing Manager at Alter Art Festival

Name: **Open'er Festival** City & country: **Gdynia, Poland**  
 Site: **Gdynia-Kosakowo Airport** Daily capacity: **80,000**  
 Number of days: **4 days at the venue, 6 days at the campsite**  
 Established in: **2002**

🔑 Keywords: accessibility, inclusion of people with disabilities, gender balance, gender equality, safer space

Open'er Festival has created a safer space called "Shelter", is committed to maintaining a gender-balanced line-up, and introduced the "YOU x Open'er" campaign, which features regular festival attendees as "artists", regardless of their gender, age, or disabilities.

[Read more](#)







Photo credit: Jessie Kamp

## POSSIBILIZE

Name: **Possibilize**

City & country: **Utrecht, the Netherlands**

Established in: **2003**

🔑 Keywords: *creative accessibility, universal accessibility, multisensory experiences, involving artists, people with intellectual disabilities*

Possibilize is an organization promoting “creative accessibility” – thinking in terms of possibilities rather than limitations. Out of their many projects, we present two that deal with creating multisensory concerts that are universally accessible (Sencity, Revelland) and a project that shows how young adults with mild intellectual disabilities can work at festivals (Superkracht).

[Read more](#)

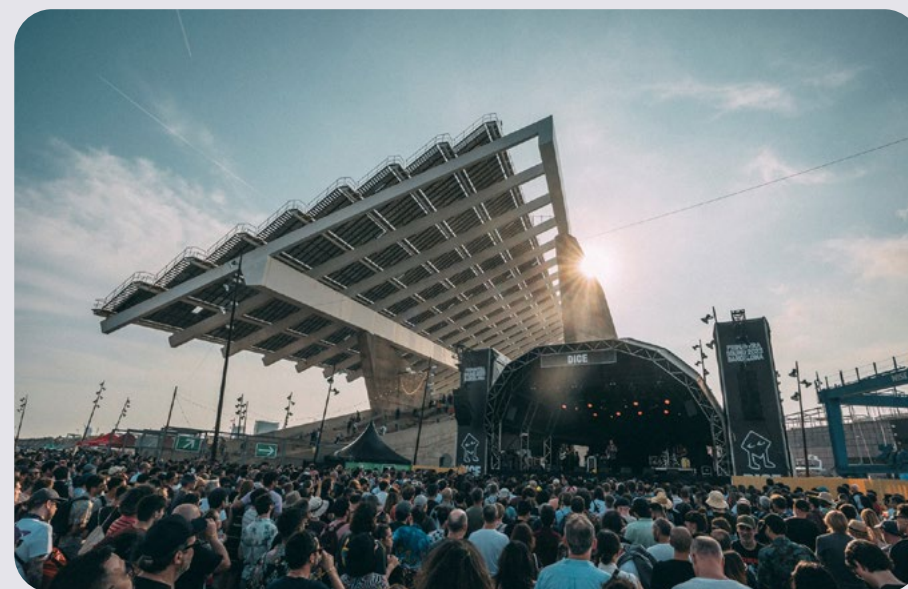


Photo credit: Primavera Sound

## PRIMAVERA SOUND BARCELONA

By *Marta Pallarès, Head of Press at Primavera Sound*

City & country: **Barcelona, Spain**

Number of days: **5 on the main site, 7 for shows in venues around the city**

Site: **Parc del Fòrum**

Daily capacity: **70,000**

Established in: **2001**

🔑 Keywords: *Accessibility, inclusion of people with disabilities, (disadvantaged) youth, FLINTA\*, gender balance, gender equality, LGBTQIA+ representation*

Primavera Sound Barcelona represents values that are deeply rooted in the Mediterranean city such as warmth, open-mindedness and inclusion. The festival was the first major festival to achieve a gender-balanced line-up, and everyone can come as they are thanks to the “Nobody is Normal Protocol.” It also offers its visitors with disabilities services to navigate the vast festival site.

[Read more](#)

**PRIMAVERA  
SOUND**



Photo credit: Roskilde Festival

## ROSKILDE FESTIVAL

By Mika Christoffersen, Head of DEI at Roskilde Festival

Name: **Roskilde Festival**

City & Country: **Roskilde, Denmark**

Number of days: **8**

Site: **Dyreskuepladsen, Roskilde**

Daily capacity: **130,000: 80,000 full festival, 20,000 daily, 30,000 volunteers**

Established in: **1971**

🔑 Keywords: *diversity in booking, accessibility, camping, safer spaces*

Non-profit Roskilde Festival is a frontrunner when it comes to testing innovative solutions in all areas, including diversity and inclusion. The festival has a strong focus on ensuring the safety and wellbeing of all people involved. They have published a diversity and equity action plan, summarizing their many current and planned measures.

[Read more](#)



Photo credit: Petri Anttila

## RUISSIRAATI

Name: **Ruisrock Festival**

City & country: **Turku, Finland**

Daily capacity: **35,000**

Site: **Ruissalo National Park**

Number of days: **3**

Established in: **1970**

🔑 Keywords: *D&I council, jury of young people, youth participation*

Ruisrock, one of Finland's oldest festivals, has established a jury of young people from all kinds of backgrounds to help keep their festival relevant to young audiences. The so-called Ruissiraati, e.g., aided in the creation of Ruisrock's Festival Etiquette and in adapting many other areas of the festival.

[Read more](#)

**RUISROCK**





Photo credit: Juri Vsihtsev

## STATION NARVA

**Name:** Station Narva

**City & country:** Narva, Estonia

**Total # of visitors:** 4,000

**Number of days:** 4

**Site:** changing large and mid-scale venues (museums, clubs, performance centres etc.)

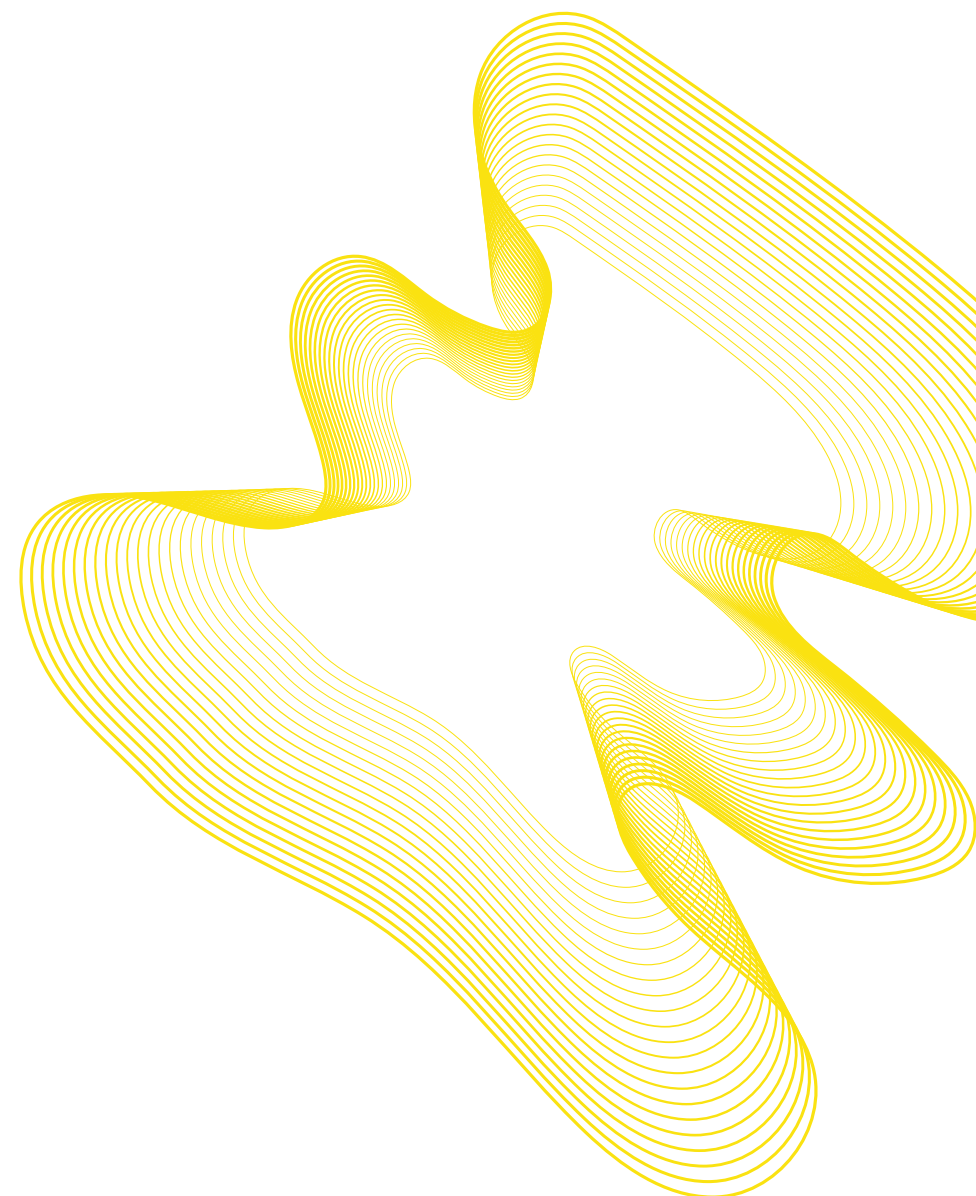
**Established in:** 2018

🔑 **Keywords:** inclusion of minorities, elderly, people with low income, accessibility, gender equality, LGBTQIA+ representation

Being located on the Estonian border to Russia, Narva is a city of stark contrasts and many differing identities. The festival Station Narva uses culture and music to create a sense of unity and integration among its diverse population.

[Read more](#)

Station  
Narva



# ADVISORY BOARD

This diverse group of people from all over Europe, with expertise in our focus areas and first-hand experiences of the discrimination we are trying to fight with this publication, supported us in creating this toolset. By checking our texts and by checking our own implicit biases.



**Dr Diljeet Kaur Bhachu**  
*Anti-Racism Work & Diversity*

Dr Diljeet Kaur Bhachu is an Equality, Diversity & Inclusion Officer at the [Musicians' Union](#), the UK's trade union for musicians. She is also a musician, creative producer and educator, with a diverse portfolio of work relating to tackling inequalities.



**Wojtek and Agata Sawiccy**  
*Inclusion & Accessibility*

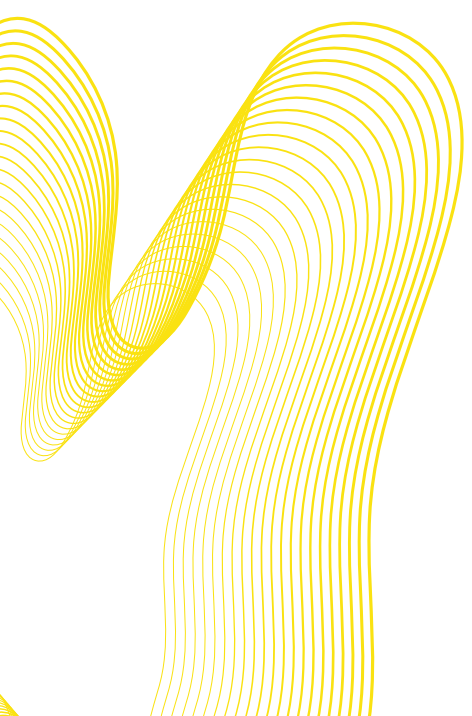
Wojtek and Agata Sawiccy, also known as [Life on Wheelz](#), are an interabled couple from Poland. They call themselves “influencers with a mission”, because they use their social media reach to break stereotypes about people with disabilities and show the highs and lows of their everyday life and love. Wojtek has had Duchenne muscular dystrophy since early childhood. It is a very rare and incurable disease that leads to a complete loss of body control. He requires the use of a ventilator and to be enterally fed. Despite the enormous limitations of the disease (he controls the computer with his eye movement only), Wojtek was able to be a successful editor-in-chief of the iconic music portal [Porcys](#) for eight years without revealing his condition. The couple connected through their online music community - Agata was a songwriter, copywriter and a fan of the website.

Six years later they are married and living together, working with companies and institutions on accessibility and inclusion projects and navigating a 350k online community.



**Demba Sanoh**  
*Anti-Racism Work & Diversity*

Demba Sanoh is a historian, diversity trainer, freelance author and speaker. He works primarily on the topics of racism and colonialism. He also has many years of experience in the cultural sector and works as a tour manager and production manager for various bands and festivals in German-speaking countries. In his role as co-founder of [SAME BUT DIFFERENT](#), he combines his expertise and trains companies and institutions in the cultural and music industry on topics such as diversity and sensitivity to discrimination.





# ADVISORY BOARD



**Atso Ahonen**  
*Inclusion & Accessibility*

Atso Ahonen is an accessibility specialist from Finland. He founded accessibility consulting company [Riesa Consultative](#) with his friends in 2019. They help their customers to create and develop truly equal environments: they work with both constructed environment's accessibility issues as well as with accessibility issues of attitudes and customer journey.

In the last few years Atso has worked with some of Finland's biggest festivals including Flow Festival and Ruisrock.

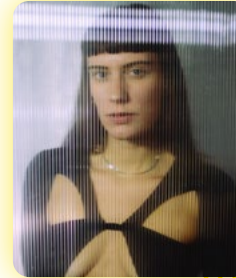


**Rosa Lois Balle Yahiya**  
*Gender & Sexual Equity*

Rosa Lois Balle Yahiya (she/her) has worked in various parts of the music industry since 2013 and has a BA in Music Management from the Rhythmic Music Conservatory in Copenhagen.

Rosa Lois is the founder and head of secretariat at the award-winning non-profit association [Another Life](#), which deals with representation, mental health and discrimination in Danish music and cultural life. Another Life is involved in knowledge dissemination, research and community in various projects and formats, including workshops, talks, presentations, consultations, reports, festivals and the development of implementable knowledge material.

Rosa Lois focuses on working conditions for minoritized individuals and women, representation, and discrimination in all her projects. She is, among other things, a board member of the non-profit organisation Public Service, which works on representation in the media industry, and a mentor in SOUND and The Soulfuls.



**Raquel Fedato**  
*Gender & Sexual Equity*

Raquel Fedato is known for the creation of Europe's first camping electronic music festival, "[WHOLE | United Queer Festival](#)," as well as the "Pornceptual" party series. Her commitment to crafting memorable queer experiences shines through her work.

Additionally, Raquel offers her expertise as a freelance producer and creative consultant for various brands, including Porsche, The Standard, Amazon, and Marriott.

# DIVERSITY AND INCLUSION TOOLSET

This toolset exists as both a PDF and an **online version**. This PDF very briefly introduces useful resources on diversity and inclusion at festivals. For more detailed infos on every text, a longer version of the glossary, and checklists with tips on how to create more diverse and inclusive festivals, please go to [yourope.org/project/ditoolset/](https://yourope.org/project/ditoolset/)

[View full toolset](#)

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