

GENDER DIVERSITY ACTION PLAN	
STATEMENT	<p>Music Victoria takes diversity within the music industry, in all its forms, seriously. We are committed to supporting, promoting and celebrating gender diversity in music. As part of this commitment Music Victoria will ensure participation of at least 40% women* and 40% men* across its activities, where practicable. Music Victoria will publish annual results to track progress against its gender diversity target.</p> <p><i>*Music Victoria acknowledges that gender is a diverse spectrum and when referring to women and men it includes those who identify as female and male, and those who are gender non-conforming.</i></p>
CURRENT INITIATIVES	<ul style="list-style-type: none"> • Women’s Advisory Panel (meets quarterly) • CEO sits on Victorian Government, Sexual Harassment in Live Music Venues Taskforce. • Work With Confidence: One workshop events per year about confidence in music industry. • One-page handout developed, “You Can’t Be What You Can’t See: Tips for Confidence in the Music Industry” (sent with member packs and also available on the website). • International Women’s Day gig guide created and published annually in the news section of the website and promoted through social media and Music Victoria newsletter and Spotify Playlist. • Share findings form the Women Working in Victorian Contemporary Music Survey 2015. • Gender diversity statement 40% rule – reported on yearly in Music Victoria annual report. • Partner with Department of Human Services on Women in Leadership Course Program
ACTIONS	<ul style="list-style-type: none"> • Outsource Women in Leadership Course Program to mentor and skill 5-8 mid-career female music industry professionals
MEASUREMENT	<p>As of June 30 2018, Music Victoria has collected the following statistics surrounding the gender breakdown of their members and supporters.</p> <p>Membership breakdown: Members identifying as Female - 279 Members identifying as Male - 377 Members identifying as Non-Binary - 2 Members who preferred not to disclose - 62</p>