

Ten-Point Plan

We took some time earlier in the year to examine the trends that were emerging from the 2016 and 2018 reports, as well as the qualitative research that had been collected via focus groups in 2019. It became clear to us that the 2020 report had to convert the findings of the survey into actions to help drive substantial change within the industry. The data from our 2020 survey helped to solidify these aims

and inform the actions in the Ten-Point Plan.

This Ten-Point Plan has been developed by the UK Music Diversity Taskforce and has the full support of UK Music's ten board member bodies. The plan aligns evidence and metrics to strategic actions to help increase diversity and boost inclusion at the trade bodies that represent the majority of the UK music industry.

Progress on the plan will be assessed by the Taskforce annually to ensure that these markers are met to the best of each organisation's ability. The Ten-Point Plan is a considered, cohesive approach. All actions impact one another and aim to influence musicians, audiences, communities and the industry to drive sustainable change.



Action	Date
1 Urban classification to be replaced in all reports and communications - either by genre such as Soul or Rap; UK Music members will commit to support those who wish to use the term "black music". Members to stop using the acronym BAME - use Black, Asian or ethnic minority background rather than acronym.	Oct 2020
2 UK Music members to compile a database of persons accountable & responsible for diversity across organisation ¹ .	Oct 2020
3 UK Music members to commit and spend an allocated amount of their annual recruitment budget to ensure a diverse candidate pool ² .	Nov 2020
4 UK Music members to allocate a certain amount of their annual training budget on a 12-month diversity Continuing Professional Development / training programme to ensure fair career opportunities for all.	Nov 2020
5 UK Music members to allocate budget and implement a programme to increase diverse representation in middle and senior management.	Dec 2020

¹ **Accountable** The person that is not only responsible for diversity but is ultimately answerable for theirs and the company's actions and overall diversity makeup. They should set the vision for the future and what is expected.

Responsible The person that is responsible for carrying out work and tasks to support the diversity agenda. They should work with the accountable person to devise objectives and programmes in order to achieve the vision.

² Smaller members may group together and share resources around issues concerning diversity and budgets.

Action	Date
6 UK Music members to help UK Music implement better transparency around Gender and Ethnic pay gap - move towards lower reporting rate of 50+ employees.	Apr 2021
7 Each UK Music member to identify a socially engaged organisation whose work relates to gender or race whom they can invest in on a long term basis.	Jun 2021
8 Each UK Music member to develop diversity policies and internally set diversity targets for core staff. Targets to be published & reported to UK Music and updated annually in order to assess progress. Member bodies to promote diversity and inclusion to partners and stakeholders ensuring industry standards are met.	Sept 2021
9 UK Music members to amplify their work with UK Music Diversity Taskforce to increase the response rate and ultimately the data collected in the Biennial UK Music Workforce Diversity Survey with both their own employees and membership. Aim to have 80% of core staff respond to next survey.	Jul 2022
10 Each UK Music member to work towards increasing diversity on its executive bodies and boards - 30% diverse (race) and 50% (gender) Progress towards these goals is to be reported to UK Music as part of annual progress audit.	Dec 2022