

# IN THE SPOTLIGHT: ASSOCIATIONS

*In this section we highlight best practices from IMPALA members -associations and companies-driving equity, diversity, and inclusion in the independent music sector. From grassroots projects to industry-wide collaborations, these initiatives showcase how our network is working to support underrepresented communities and build a fairer, more inclusive music ecosystem.*



AIM remains committed to advancing diversity, equity, and inclusion (EDI) within the UK music industry. Through strategic partnerships and initiatives, AIM helps ensure the independent music community continues to foster a more equitable and inclusive environment. These efforts focus on creating meaningful change and opportunities for underrepresented groups. Key projects and collaborations include:

**Amplify Apprenticeship Scheme:** Partnership with Amazon Music and Women In Ctrl offering opportunities for underrepresented talent. Second year announced for 2025.

**Power-Up Initiative:** Led by Ben Wynter (EDI task force co-chair) and PRS Foundation with AIM support to uplift Black musicians and professionals. AIM provides benefits, resources, and speaking opportunities for participants.

**UK Music's 'Five Ps' & 'Ten-Point Plan':** AIM helps drive diversity and inclusion by supporting these key initiatives and guiding members on implementation.

**UK Music Diversity Workforce Survey:** AIM contributes annually via UK Music's Diversity Taskforce.

**Partnership with She.Said.So:** Collaboration to empower underrepresented communities through knowledge-sharing and networking.

**Music Week's Women in Music Awards:** AIM and UK Music are key partners. Gee Davy introduced a new 'Entrepreneur' award (2022). In 2024, Esta Oram joined the steering group alongside Gee.

**AIM team and board DEI survey:** AIM audits its board and team to better understand and address under-representation, feeding anonymised data into wider DEI improvements.

**AIM EDI Working Group:** Relaunched in 2024, chaired by Áine Markey (Blue Raincoat). Supports members with DEI best practice through information, advice, and training. Led by Nina Radojewski and Sophie Netter.

**UK Music Diversity Taskforce & IMPALA EDI Working Group:** AIM actively participates, sharing best practice. In 2025, Ben Wynter became Taskforce co-Chair and contributes expertise through IMPALA webinars, reports, and board updates. Sophie Netter also participates.

# IN THE SPOTLIGHT: AIM & DUP



**Conferences:** AIM integrates DEI across all conferences, ensuring diverse speakers, topics, and access. DEI-specific panels in 2025 included:

- Beyond the M25 (AIM Sync)
- Regions, Nations, Legacy (Ammo Talwar)
- Creative Leadership (Women in Music Award winners)
- Future Independents

**Regional Roundtables:** Initiated in Manchester (2022), expanded to Liverpool and Bristol in 2025 by Gee, Ben, Nina, and Sophie to support local music scenes, including DEI needs.

**Cre8ing Vision:** AIM sponsors this not-for-profit, giving young people access to industry insights via the Ultimate Seminar, A&R Focus Sessions, and Industry Takeover days.



## Danish Independent Record Companies

### Code of conduct for equal access and wellbeing

Through Musiklivets Partnerskab for Bæredygtig Udvikling (The Music Life Partnership for Sustainable Development), the Danish music sector has developed a Code of Conduct aimed at ensuring equal access, wellbeing, and inclusion across the industry. This initiative provides a shared framework to promote respectful, fair, and inclusive environments for all music professionals. Find more information [here](#).

### Industry standard for safe work communities

A coalition of music professionals has also launched the Industry Standard for Safe Work Communities (Branchestandard for trygge arbejdsfællesskaber). This standard outlines sector-wide guidelines and commitments designed to foster safe, supportive, and inclusive workplaces. It provides practical tools and shared expectations that organisations can adopt to raise standards of equity, diversity, and wellbeing across the music industry. Find the standard document [here](#).

### Collective commitment

At an international level, Danish stakeholders, including DUP, have joined the Industry Standard to further embed these principles into practice. This collective commitment reflects a broader cultural shift in the sector towards creating sustainable, inclusive, and safe working environments. More information: [Commitment Document](#)

# IN THE SPOTLIGHT: FÉLIN & INDIESUISSE



## French Federation of Independent Labels and Distributors

### Commitment to gender parity in governance

FÉLIN has formally embedded gender parity objectives in its 2025 statutes, ensuring diversity and inclusion are anchored at the structural level of the association.

### Active support for mentorship & women's leadership

Through its continued participation in MEWEM - represented by Céline Lepage on the Board of Directors - FÉLIN contributes to mentoring initiatives that empower women and foster equitable leadership in the music sector.

### Visibility & representation in communications

The association integrates EDI principles into its communication strategy, actively promoting women's visibility across its platforms and highlighting role models within the industry.

### Advocacy & sector awareness

- Publication of the article "Les femmes dans l'industrie de la musique" for International Women's Rights Day, raising awareness of systemic challenges and solutions ([link](#)).
- Public advocacy for mentoring and inclusive initiatives through an interview at the Ministry of Culture's Forum "Entreprendre dans la Culture" ([video](#)).



## Association of Swiss Independent Music Labels & Producers

### More diverse board representation

For the first time in its history, IndieSuisse has achieved a more diverse board composition. At the latest General Assembly, four new members were elected: Caroline Edwards, Hilke Ros, Léa Aimée Birrer, and Margot Voisin. Their election means the board is no longer white male dominated, marking a significant milestone for equity, diversity, and inclusion within the association. The board now consists of President Andreas Ryser, Vice-President Chris Wicky, alongside Christian Fighera, Fabienne Schmuki, Marlon McNeill, and the four newly elected members.

### SPOZZ: fair and inclusive music platform

[SPOZZ](#) is a new platform from Switzerland designed to empower artists and fans through direct licensing, fair pricing, and instant payouts. By removing intermediaries and offering exclusive content, SPOZZ creates a decentralised, transparent, and accessible music ecosystem - owned by artists and powered by fans. Find their manifesto [here](#).

# IN THE SPOTLIGHT: STOMP

The logo for STOMP, featuring the word "stomp." in a lowercase, yellow, sans-serif font on a black rectangular background.

## Dutch Association of Independent Music Producers

### STOMP Development Team

Founded four years ago, the STOMP Development Team was established to promote diversity and support the growth of young industry professionals within the Dutch independent music sector. While the STOMP board focuses on management-level strategy, the Development Team addresses day-to-day topics such as diversity, mental health, social media, marketing with DSPs, and data analysis.

As a junior advisory board, the team is made up of young independent music professionals with limited board experience, ensuring fresh perspectives. The chair of the Development Team holds an official seat on the STOMP board, providing a direct link for input and advice. The team has a strong emphasis on gender balance and currently maintains at least 50% women members.

The Development Team runs workshops, contributes to the expansion of STOMP events, collaborates with universities, and presents its own annual STOMP Young Achievement Award.

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### Collective Responsibility

In August 2025, STOMP's Kees van Weijen participated in an [Entertainment Business panel discussion](#) on diversity and inclusion in the Dutch music industry, held in Hilversum. The panel was moderated by a member of [The Mental Crew](#) and included representatives from NVPI, Blue Skies Publishing, Avalon Music, and BMG, exploring key challenges and opportunities for greater inclusion across the Dutch music landscape.

The discussion concluded that:

- diversity leads to mutual **curiosity, empathy, and stronger connections**
- inclusion still has **limits at leadership levels**
- broader and **more diverse talent pools** lead to a more varied workforce
- the industry lacks **comprehensive data** on diversity
- EDI is a shared, **industry-wide duty**, not just an internal HR issue

*“The question is, what’s the current situation? Do we have data? How many people work in these companies, and what’s the ratio? Only if we know where we stand can we measure real progress one, two, or five years from now.”*



Kees van Weijen,  
President, STOMP