

Are we there yet?

INAUGURAL ANNUAL REPORT INTO GENDER EQUITY ACROSS MUSICNT, ITS PROGRAMS AND INITIATIVES THROUGHOUT 2021

WHY REPORT ON GENDER EQUITY?

On International Women's Day in 2021, MusicNT released the ***You Gotta See It To Be It: Strategic Directions for NT Women in Music*** report, the first ever documentation of the position of women in music across the Northern Territory. Based on in-person consultations in Alice Springs, Tennant Creek, Katherine and Darwin, an online survey and observations and evaluations from MusicNT's ongoing work as peak body for the Territory's music industry, including our advocacy, awards, development programs, and other events.

The report identified key areas of women's marginalisation across all areas of industry including music education and development, access and inclusion, participation and representation, exposure touring and promotions. This also reflects the position of women across the Australian music industry and indeed within Australian society, with basic rights such as safety and freedom from

harassment and discrimination unable to be taken for granted.

The Report was launched in both Alice Springs and Darwin including performances showcasing 13 NT female identified acts and was attended by NT Arts Minister, the NT Anti-Discrimination Commissioner and leading personnel from Arts NT and other key arts organisations along with many musicians and arts workers. It was noteworthy that whilst MusicNT sought to employ an all female and non-binary production crew, we achieved a rate of 63.7%, with the lack of women in production continuing to be apparent across industry.

As part of this MusicNT committed to producing an annual report on gender equity within our programs. We offer this as our first snapshot and encourage other industry groups and organisations to do likewise.

Women's Representation Across MusicNTs Programs & Operations

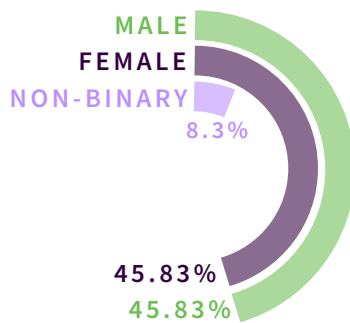
GOVERNANCE & STAFF

Leadership roles

Throughout 2021 MusicNT was led by an almost equal number of female (5) and male (6) Board Members and had a female Chair. Gender equity was also reflected in retaining an equal number of females (2) and males (2) in our Senior Management team.

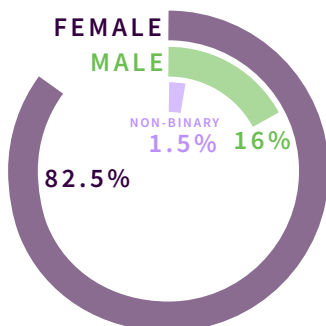
Staffing

The overall number of permanent staff hours including MusicNT's Senior Management team reflects an equal number of hours worked each week by both female and male employees (45.83%) and 8.3% hours worked by a non-binary identifying employee.



Gender of MusicNT Senior Management Team

Additionally, MusicNT spent significantly more on casual employee contracts for women (82.5%) than men (16%), with 1.5% of casual contracts supporting non-binary identifying arts workers.

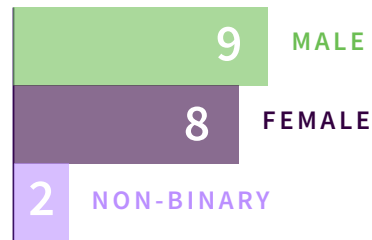


Spend on MusicNT Casual Employees by Gender

ONGOING PROGRAMS

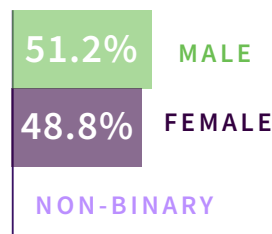
Workshop Program

MusicNT contracted two non-binary presenters and an almost equal number of females (8) and males (9) to deliver our workshop program in Darwin and Alice Springs throughout 2021.



Gender of Workshop Presenters

Whilst an almost equal number of women (48.8%) and men (51.2%) attended overall, with similar ratios in both locations, the gender breakdown of participants across individual workshops reveals some clear differences which reflect many of the observations in **You Gotta See It to Be It** (e.g. production skills are male dominated, women need information and confidence to step into industry, different genders often have different interests and skills gaps).



Gender of Workshop Attendees

Get that Gig (Alice Springs) was a series of three workshops with different venue managers and local musicians providing foundational information for emerging musicians or those new to town in what local venues were looking for and in negotiating gigs anywhere. It attracted 82% female and 18% male participants, with the majority of females attending being young people.

Access All Areas: Festival Masterclass (Darwin) provided information on how to approach festival organisers and how festivals program their music. It also had a majority of female attendees - 60% females and 40% males.

Live Sound Production 101 (Alice Springs) covered the basics of setting up and running a PA at a live event. MusicNT promoted one of three workshops

specifically for female/non-binary participants. Even with this plus the inclusion of female/nb identified presenters in each workshop, the overall participation rates were 75% male and 25% female.

Pico 8 (Darwin) attracted a male only group. Interestingly the **Production Masterclass with Jake Savona** (Darwin) attracted roughly equal numbers of women and men as did a workshop on **Making Music Videos** (Darwin).

MusicNT will continue to integrate feedback from women in music across our workshop program and do our utmost to ensure our overall program includes high needs areas identified by women, along with at least one opportunity to engage in an introductory production skills workshop offered only to women/nb participants.

Indigenous Music Development

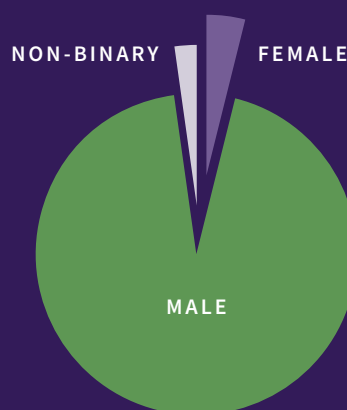
Despite an increasing number of female and non-binary First Nations artists gaining national and international recognition and being represented in National Awards, their access to and participation across the NT music industry remains clearly at great disadvantage. Over a decade ago MusicNT implemented the **Indigenous Women's Music Program** with Divas supporting emerging singer/songwriters in Darwin and Alice Springs, and **Sista Sounds** providing introductory music and songwriting workshops in regional and remote areas across Central Australia and the Barkly and advocating for women & girl's access to safe practice spaces, tuition and performance opportunities in their community.

Our full suite of Indigenous music programs also includes the signature **Bush Bands Program** in which remote bands and Divas participants are invited to participate in the Program. This offers the opportunity to participate in 4 days of unparalleled mentoring and industry workshops followed by performing at the Bush Bands Bash concert in Alice Springs which attracted an estimated audience of 3,200 in 2021.

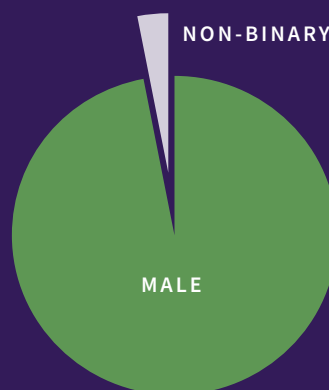
MusicNT's Indigenous music program also includes our **Regional Areas Music Program (RAMP)** which provides production skills development, supports repairs and maintenance of instruments and production equipment and rehearsal or other music spaces, and assists bands and communities to safely manage local concerts or other performance opportunities.

Despite both **RAMP** and **Bush Bands** (including its Reference Group members) actively advocating for women's participation, if **Divas** participants who were selected into the **Bush Bands** program are excluded, it attracted a 100% participation rate by males and **RAMP** a 97%. More efforts need to be put into advocacy for culturally appropriate

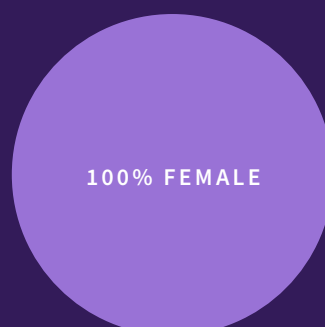
resources to address this chronic disadvantage and marginalisation, and these efforts need to be shared collectively between different stakeholders (e.g. schools, RIMOs, youth programs, sport & rec programs, other arts organisations).



Gender of Bush Bands Performers



Gender of RAMP Participants

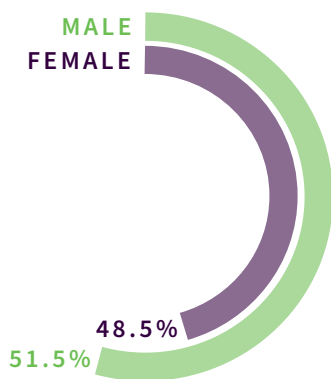


Gender of Sista Sounds & Divas programs

THE ALL GOOD PROJECT

In 2021 MusicNT implemented the **All Good Project**, promoting safety and diversity within venues and live music events by educating staff around the key drivers of sexual and gender-based violence and providing training and resources designed to minimise the impact of these issues in their live music spaces.

Eight NT venues signed on to the project in 2021 and over 60 of their staff attended the three-hour All Good Project paid training. The data collected across these training sessions shows an almost equal number of female (48.5%) and male (51.5%) employees within live music venues across the four locations received training.



Gender of All Good Project Safety Training Participants

The Project also includes the development and promotion of public messaging and educational resources targeting key safety issues as identified via public survey and consultation with live music venues in the four project locations of Darwin/Palmerston, Katherine, Tennant Creek and Alice Springs. Included in these resources are seven 30-second animations, created to further educate the Project's target audience of Territorians aged 18 to 30-years-old who engage with live music, on key safety issues such as consent, physical violence, intoxication and discrimination. The **All Good Project** has also

proven to be a useful resource for the live music industry as a central location to lodge concerns, complaints and note safety issues of importance to the sector. The Project Manager has received three complaints from women and two from non-binary identifying complainants about safety within a live music venue but none from men. NB the program recommends and supports individuals to make a complaint directly to the venue manager, not MusicNT.

Advocacy for NT Women in Music

Along with launching the You Gotta See It To Be It report and providing ongoing programs such as The All Good Project, Divas, and Sista Sounds, in 2021 MusicNT supported the following as key platforms for ongoing advocacy to increase women's access, inclusion, representation and acknowledgment across our NT music industry.

NT Women in Music Committee

Formation of MusicNT's inaugural Women's Music Sub-Committee comprising Board and staff members and providing advocacy, practical advice and oversight to inform the implementation of the You Gotta See It To Be It report and MusicNT's ongoing work towards increasing women's access, inclusion and representation across the NT music industry.

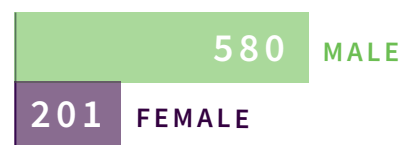
Current members include Coco Eke (Convenor), Claire Kilgariff, Bernadette Ryan from MusicNT's Board, and Liz Archer (Women's Program Manager) and Shauna Upton (Safe Venues Program Manager) from staff.

Indigenous Women's Music Program Reference Group

Continuation of MusicNT's Indigenous Women's Music Program (IWMP) Industry Reference Group first established in 2016, comprising First Nation women with depth of experience in these programs and more generally across industry which provides advice and support to staff. Current members include Catherine Satour (Chair), Dr Shellie Morris, Casii Williams, Kirra Voller and Jessica Grainer with Liz Archer as Secretariat.

WINNELLIE REHEARSAL SPACE

We have incomplete data on the gender of musicians who made use of MusicNT's rehearsal space in Winnellie. However, around half of all bookings included sufficient information to be included and show approximately 3 of 4 bookings included male musicians. MusicNT will ensure gender is included within all data collection from 2022.



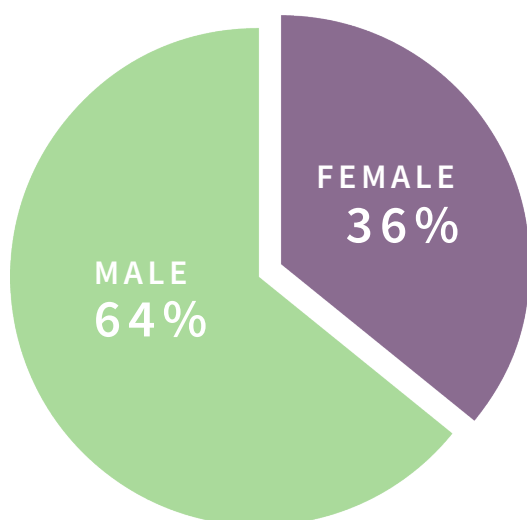
Gender of Rehearsal Space Users

AWARDS

Along with providing regular programs designed to meet specific gaps, needs and interests across industry, MusicNT also supports key and emerging platforms from which to showcase artistic and industry excellence. Two such examples include the **National Indigenous Music Awards** and, since 2020, **Territory Sounds Countdown**, an annual Countdown of the best songs released in the preceding year, as voted by the public. Whilst MusicNT has less direct control over outcomes from these initiatives, they help inform a broader picture of gender equity for NT women in music.

NIMAs

A clear majority of males were NIMA's finalists (64% compared with 36%) with this proportion also reflected in 33% of winning acts including female artists. As a comparison, the last "By The Numbers" report published by triplej's The Hack (2020) reported on representation rates for women in music ranging from 35% to 66% of award nominees across four key national Music Awards*.



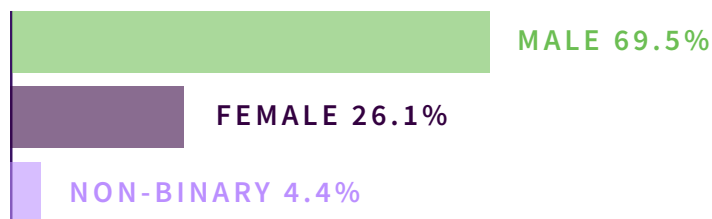
Gender of NIMA finalists

This indicates that the marginalisation of women and girls across the NT and as seen in our Indigenous music development programs over many years continues through to major showcase opportunities.

Territory Sounds Countdown

The first **Territory Sounds Countdown** was held in 2020, counting down the top 40 Territory songs of all time, as voted by the public. Only 4 acts (10%) included female artists which provided part of the catalyst for MusicNT to consult with industry and produce the **You Gotta See It To Be It** report.

Whilst women's representation in **Territory Sounds Countdown** improved significantly from 2020, there was a relatively low proportion of female (26.1%) and non-binary (4.4%) entrants in 2021.



Gender of Territory Sounds Entrants 2021

Despite this low proportion of female entrants, four (40%) of the acts in the top 10 voted female artists. Clearly leading women in music across the NT are attracting listeners and followers!



Gender of Territory Sounds Top Ten Finalists

* [Reference link](#)

Conclusions & Next Steps

As a peak industry body, MusicNT remains firmly committed to leading from the front, including with measures to promote gender equity and diversity within our own organisation and to encourage other stakeholders across industry to do likewise. We have released this report to be transparent about our current position and to highlight areas which are demonstrating persistent marginalisation, along with advocacy, programs and other measures we have taken each year to address this.

Statistics only show part of the picture but creating this inaugural report and “report card” immediately highlights priority areas requiring ongoing or increased action and is something MusicNT intends to continue and build upon. Along with continuing to report on gender equity, key initiatives through the next year will include:

- Refining all data collection systems to automatically include information on gender,
- Continuing to seek funding for a more extensive analysis of specific disadvantages faced by both women and Aboriginal and Torres Strait Islanders in the NT Music industry. As part of this, develop and implement a strategy to promote and collect data from other key stakeholders to include in an annual report that focuses on gender equity across the NT industry overall along with MusicNTs specific commitment and contributions to this,
- Increased advocacy for remote and regional women and girls in music, especially ATSI,

- Continued provision of Divas and Sista Sounds Programs including refining the programs being offered,
- Continuing the All Good Project (pending funding),
- Working towards the implementation of an Industry Code of Practice,
- Ensuring our general workshop program includes priority areas identified by women and that at least one foundational production related workshop is offered to women/nb only in both Darwin and Alice Springs,
- Ensure women’s priorities are included in planning for major events presented by MusicNT.

HOW YOU CAN GET INVOLVED

Contact MusicNT to continue inputting your ideas and observations or for resources for women in music.

Sign up to contribute to more extensive data collection and reporting on gender equity and to initiatives such as an Industry Code of Practice.

Conduct and publicly release your own annual gender equity audit.

Consider the recommendations throughout the **You Gotta See It To Be It report** in relation to your own business or practice with a view to strengthening support for and acknowledgement of NT women in music if required.

