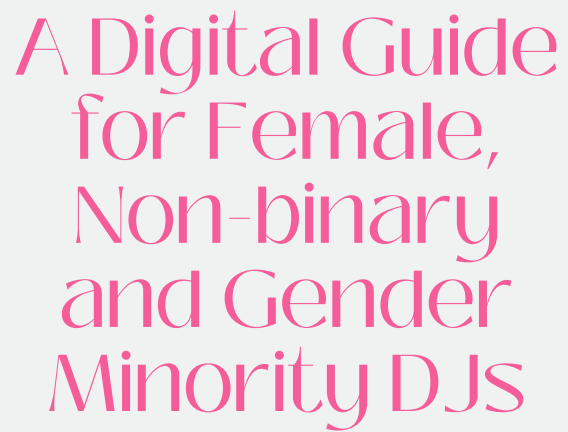


Recap from the European Female DJ Summit 9 - 11 June 2021, Copenhagen

Roadmap to Greater Equality for DJs

A graphic of a digital document or window with a yellow header bar and a white body. The text inside is centered and reads: "A Digital Guide for Female, Non-binary and Gender Minority DJs".

A Digital Guide
for Female,
Non-binary
and Gender
Minority DJs

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DIGITAL DJ GUIDE
EUROPEAN FEMALE DJ SUMMIT 2021

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**WE WOULD LIKE TO THANK CREATIVE EUROPE, FEMALE:PRESSURE,
SHESAID.SO AND MIXCLOUD**

INTRODUCTION

This DJ Guide is intended to help shed light on some of the tools that future DJs may find useful in overcoming certain obstacles to get a solid, healthy, and growing DJ career. The guide contains concrete advice and an index list of partners, organisations, communities and clubs who also share an interest in a diverse and inclusive music industry.

The guide provides unique research, insight, and knowledge into some of the biggest challenges that female DJs face in Europe's current music industry combined with tips and tricks to improve your DJ career and business skills, crowdsourced through the respondents, the summit participants, and the industry experts.

You may also use this roadmap to identify collectives, future partners and collaborators as well as connections for bookings across Europe. The guide also proposes insider industry tips and tricks, as well as tools designed to help European female and gender minority DJs to boost their careers. This includes: Improving business, economic, and commercial skills, improving digital presence, and tips on how to internationalise your DJ career from a 2021 pan-European cross-sectorial approach.

This roadmap DJ Guide stems from the first ever European Female DJ Summit, that took place in Copenhagen the 9th - 11th of June 2021 for female, non-binary, and gender minority DJs in the EU. The project launched with an extensive survey, examining the current working conditions for female and gender minority DJs in the EU, and consisted of 42 anonymized questions looking into areas of pay, lack of technical skills, network, negotiating fees and contracts, digital marketing skills, business skills, average pay, experiences of tokenization, sexual harassment and much more. The survey was widely circulated through partners female:pressure, SheSaid.So and their respective networks, as well as media outlets such as DJane Mag, Resident Advisor and MixMag reaching. The survey obtained 480 responses from over 20 EU countries. In this guide, we will share some of the insights from the survey, to create more visibility and awareness around the challenges that female and gender minority DJs still face.

Following the survey, an open call was then launched with applicants from all over Europe, and out of more than 200 talented DJs, 24 DJs were selected to participate in three days of network, knowledge sharing and community building and reached an estimated 60.000 people through our partners and media. The summit took place at Soho in Copenhagen, gathering 35 music industry professionals from all over Europe, including keynote speakers from Keychange, Female:Pressure, SheSaidSo, The Mayor of Culture in Copenhagen, and Creative EU Desk Denmark, ending with a b2b DJ session with all participant DJs on the rooftop.

The aim of the DJ Summit was to gather female, non-binary, and gender minority DJs to exchange experiences, to share and learn about challenges and solutions, and to connect DJs in a cross-european community of excellent DJs who can support each other. Although Future Female Sounds and others have facilitated digital communities for years, this was the first time DJs from all over Europe gathered physically, to discuss what needs to be improved in the industry to ensure a greater equality, and thereby quality, for all.

For Future Female Sounds, creating safer spaces has been a priority since our incubation, and we work on a grassroots level through global community building, as well as pushing for change and greater equality and diversity in the music industry through advocacy, talks, events, and network meetings.

Aligned partners of the summit were Female:Pressure and Shesaid.so and the summit was funded with support from the European Commission Creative Europe programme.

Lastly, the guide includes our visions of a new music industry (post covid-19 pandemic), our dreams, hopes and thoughts for a more open, secure and innovative area. These visions have been developed in collaborative sessions with all participants at the summit and the result of these ideas are shared in the last chapter of this guide.



WE HOPE YOU ENJOY THE GUIDE!

THE STRENGTH OF NETWORKS

A SHORT INTRODUCTION TO FUTURE FEMALE SOUNDS, SHESAID.SO AND FEMALE:PRESSURE

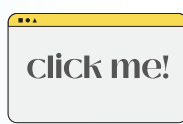


The European Female DJ Summit was produced by Future Female Sounds (FFS) in collaboration with partners Female:Pressure and Shesaid.so. The summit was the first ever female, non-binary and gender minority DJ summit in Europe, connecting DJs from all over the EU. The aim was to focus on network, community building, and developing skills as well as challenges and solutions for the DJ industry in the future. We believe in the strength of networks, and even more so, we believe in building a transnational network and community, which is why we genuinely see the strength in collaborating with our sister organisations for the summit. In our opinion we can build

better opportunities for the DJs in our network, if they can share experiences and support each other and on a concrete level, by giving each other tips on how and where to get booked in a given country.

We stand on the shoulders of others - and the legendary Female:Pressure was one of the first communities to shed light on, and share knowledge about, female artists in the electronic music scene. SheSaid.So has grown at an enormous rate since it was founded in 2014 and is now a global network of female, gender minorities and allies working in the music industry. Future Female Sounds are proud of working together with these two organisations, and see a great future in more synergies.

In this chapter we briefly outline the organisations behind the summit, which was kindly supported by The Creative Europe 'Music Moves Europe'-programme., which will also be introduced at the end of this chapter.



FUTURE FEMALE SOUNDS

is a non-profit organization, community, and booking agency founded in 2017 and based in Copenhagen, Denmark. The organisation is on an ambitious mission to make DJing accessible to female and gender minorities globally. FFS is a female-founded and led organization, and a global community of 4.000 female, non-binary and gender minority DJs and creators. We run local and global DJ Programmes and arrange DJ workshops, master classes, and network meetings for women and gender minorities.

As community facilitators, FFS works to provide more opportunities for both emerging and established DJ talent in the electronic music scene. FFS works to create opportunities for local communities and DJs by partnering and collaborating with brands and organizations who share our values and vision. FFS also act as a network, produce events, talks, and seminars, and incubate emerging DJs through booking and promotion. Since our launch, we have trained more than 450 new DJs in Copenhagen, Cairo, Tunis, Paris and Beijing.

FEMALE:PRESSURE

is a legendary network in the electronic music industry. Founded by Vienna based Electric Indigo in 1998. female:pressure can now be proud of including over 2700 members from 82 countries [May 2021]. female:pressure is a transnational online database and network of women*, AFAB, transgender, transfeminine, transmasculine, intersex [+gender optional], genderqueer, gender nonconforming, a-gender and/or non-binary DJs, musicians, composers, producers, visual artists, agents, journalists and researchers working in the realms of electronic music and visual arts. It is a publicly accessible source of information, a means of communication and a tool to disclose the existence and the work of women*, non-binary, transgender and gender fluid people in this seemingly cis-male dominated field. In 2021, female:pressure celebrates its 23rd anniversary.

At the European Female DJ Summit, Angelika Lepper/ DJ Acid Maria from Female:Pressure presented the newest data from their FACTS study on how women and non-binary people are represented on stage at electronic music festivals. Angelika presented the overall trends from the data, diving a little deeper into the particular data of the last year in the light of the pandemic - find more about the FACTS study here.

SHE SAID.SO

is a global independent community of women, gender minorities and allies in the music industry. What started as a passion project by founder Andreea Magdalena in London in September 2014, has since evolved into one of the largest independent communities in the music business. The shesaid.so community consists of women and gender minorities from all sectors of the music industry: from record labels, artist management companies, and booking agencies, through to technology platforms, creative agencies, composers, artists and more. With headquarters in London and LA, shesaid.so has 18 global chapters around the world including NYC, France, Italy, and Mumbai to name a few. A majority of our members are decision-makers in their fields and we are increasingly welcoming more and more young people to the network as well. Their mission is to connect and empower underrepresented communities towards a more equitable music industry for all, one woman or gender minority at a time.

Representing SheSaid.So at the summit was Farah Syed, who gave an overview of the organisation, drawing out music industry opportunities, and pinpointing how and where female and gender minority DJs can take up (more) space.

CREATIVE EUROPE

The European Female DJ Summit was supported by the European Commission Programme, Creative Europe, Music Moves Europe. Music Moves Europe (MME) is the overarching framework for the European Commission's initiatives and actions in support of Europe's music sector. Developed from a series of meetings with representatives of the music sector starting in 2015, Music Moves Europe was launched as a strategic initiative by the Commission.

For questions or assistance related to the programme and help cooperating with organisations in other countries, Creative Europe Desks are in place in every participating country.



INSIGHTS FROM THE SURVEY

BY TIA KORPE,
FOUNDER AND
DIRECTOR
OF FUTURE FEMALE
SOUNDS

480 RESPONDENTS
16 EU COUNTRIES

THE SURVEY THE SURVEY

89.6% FEMALE
4.4% NON-BINARY
3.2% GENDERFLUID
2.6% TRANS
+OTHER

Since 2017, Future Female Sounds have been working on our core mission to make DJ culture accessible to women and gender minorities globally. As a community, we facilitate spaces that highlight the ever-growing talent that is often overlooked in the music industry.

Since I founded FFS, I have often been met with the same scepticism from people across nations and professional backgrounds. From online facebook groups, to interviews with journalists, from music industry experts and gatekeepers,

to panel discussions, the recurring question remains; Is it really as bad as you say it is?

There are many misconceptions in general about the music industry and the DJ scene and its lack of diversity in all senses of the word; women, non-binary, trans, gender non-conforming, gender minorities, black women, BIPOC DJs, managers, festival bookers and label owners are still overlooked. And although this is (unfortunately) a reflection of society at large, it seems even more unacceptable to still be a huge hurdle within our own creative community.

Although FFS have been working hard the past 4 years to highlight, create opportunities and create impact for women, non-binary and gender minority DJs globally, we have not had the data to confirm our own knowledge and lived experiences of certain issues due to the gender imbalance in the music industry. What we do know, is that through teaching over 450 new DJs in Copenhagen, Cairo, Tunis, Beijing, and Paris, certain common denominators have been present.

THE SURVEY

First-hand accounts of experienced gender discrimination, lower pay for a gig, sexualization as a female DJ, less bookings and opportunities across all countries and music genres, and discrimination on the basis of sexual orientation, skin colour, ethnic or minority cultural background, being a mother, ageism and many other factors, are all very real - and they are, they are very much still present, right here in Europe.

Artists and DJs often suffer from poor business and commercial resources. This survey and the outcome of the summit showed us (FFS) that the target group are especially vulnerable since they are often without management, are alone in the creation process, as well as on stage, and the apparent lack of collectives and networks, where ideas, knowledge and skills can be shared.

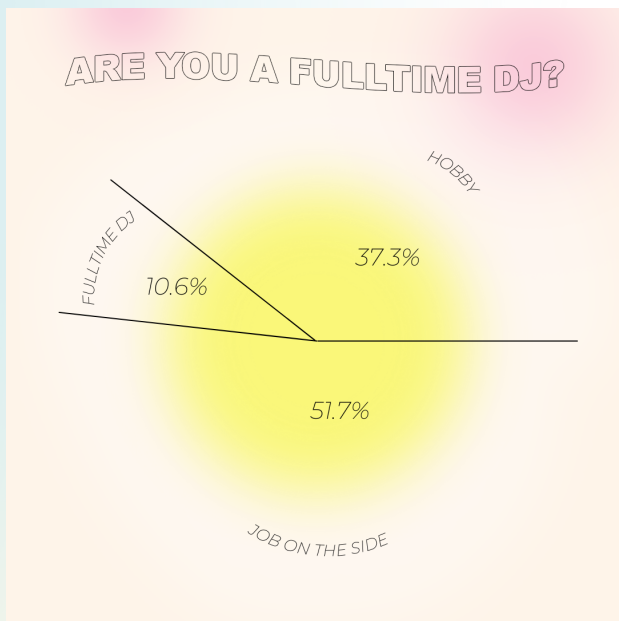
The survey was a prerequisite for applying to the Open Call and consisted of 42 anonymized questions ranging from what legal status DJs have, to their average pay, to experiences of visual marketing and sexualization and harassment.

These challenges have been presented in various interviews, or nudged upon in general public conversations about the gender imbalance in the electronic music scene, however this is the first time these voices are collected and amplified collectively through a survey.

There were 480 respondents from 16 EU countries, and below you will find a selection of questions and results. Although these 480 respondents do not represent all the voices of female and gender minority DJs in Europe, we can draw out some general tendencies (of real lived-experiences), which certainly implies that there are still many challenges to face. The survey also contained long answer options, where DJs could describe the challenges they have faced, and although these statements are very powerful, simply because we received hundreds of accounts of tokenism, sexual objectification, harassment, exploitation and more, we will not be publishing the quotes or testimonials here due to anonymity.

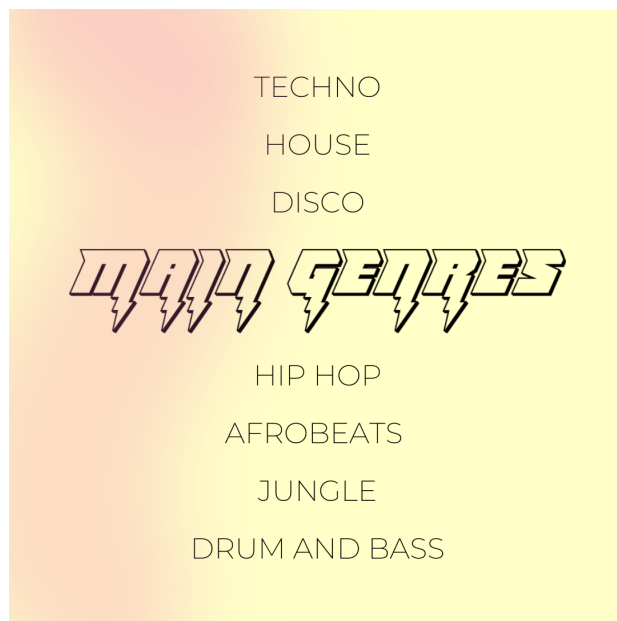


ARE YOU A FULLTIME DJ?



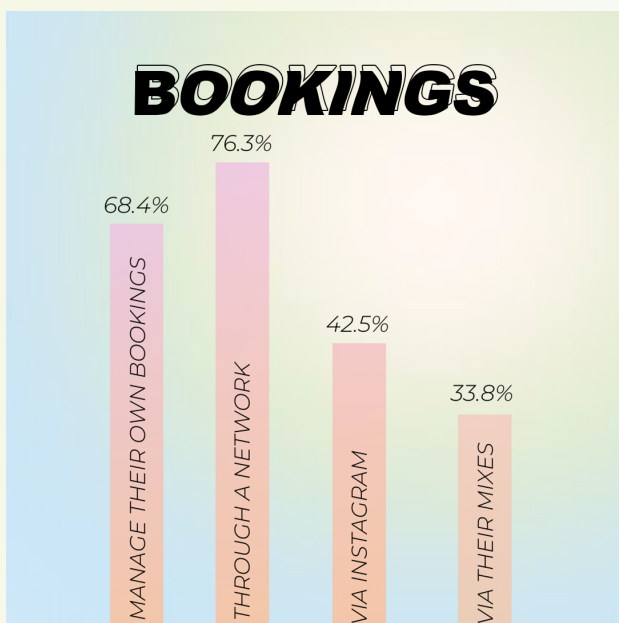
This question was asked to get a grasp of how many of our respondents live off Djing professionally, and half of the respondents have regular jobs on the side.

MAIN GENRES



This question was asked to get an idea of which genres were the most played and popular with the DJs.

BOOKINGS



This question was asked to grasp how DJs mainly get their bookings. In a previous question, it was established that 49.7% of the respondents did not have a legal status, which also makes these figures interesting in terms of how we're perhaps moving away from traditional forms of booking to more network and social media.

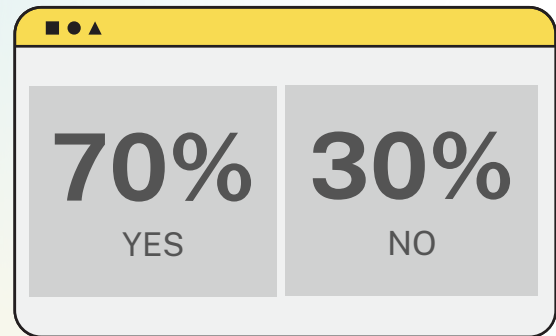
76.3%

Get bookings via their network! We have included an index list of networks across Europe in chapter 7

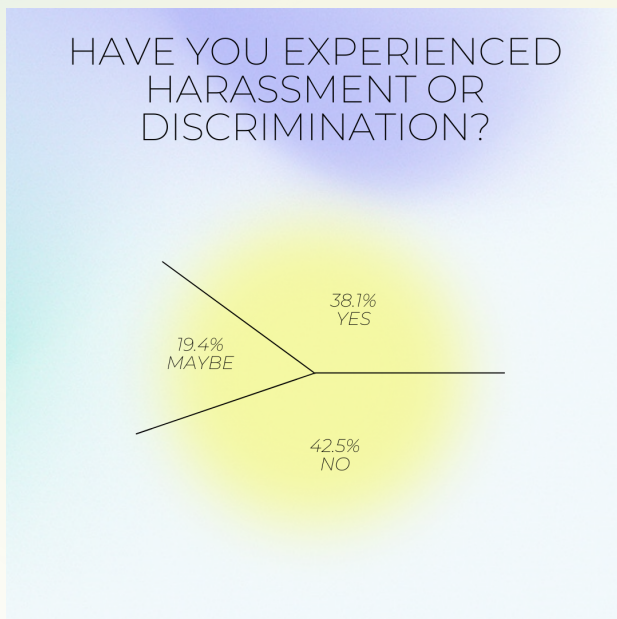
OBJECTIFICATION



This question was asked to know if DJs had experienced objectification, for example as part of visual marketing, or being asked to wear something different on stage, or being objectified by promoters. There was an option to write personal testimonials.



DISCRIMINATION



This question was asked to understand what kind of harassment and discrimination DJs have faced. A whopping 70% said they had experienced harassment and/or discrimination.

BERYL

"I have many times felt alone"

"Thank you so much for such a wonderful experience. I have never experienced anything like this conference, I have many times felt alone in the industry up until I attended the First female DJ conference. It was so wonderful meeting other talents, exchanging experiences and knowledge. Seeing each other in real life after a rough Covid period, was incredible. Hearing all the speakers was so knowledgeable and will definitely help me navigate the industry with more confidence. I definitely made connections that motivated me to continue this musical journey and to keep sharing my knowledge with other women and gender minorities. The last thing I would like to add is that we were so well taken care off. We got the best treatment from Tia and the team 🌈❤️ We felt special. Thank you so much for this experience I will never forget that special weekend"



NASTIA

"Work on self-confidence, accept the way you are..."

"I really really love to participate in any kind of conferences or summits and share my experience with people who are just started or wanna step into music business. This time it was girls only and it was absolutely special, informative, meaningful and useful. The program was on point: lot's of analytics, numbers, statistics and experience. I was overwhelmed by girls coming to me after my speech and commenting on different parts of it. Some of the girls resonated with what I said about how to be a dj and a mom, how to handle hardcore schedule, how important it is to read books about music and learn the history, how important to work on self-confidence, accept the way you are and stop listening what other people say, find your kind of retreat and open yourself to psychotherapy. Loooots of important things and I was happy to be a part of it!"



THE IMPORTANCE OF BUSINESS SKILLS

HOW TO NEGOTIATE,
SET FEES AND
NAVIGATE
COMMERCIAL
PARTNERSHIPS AS AN
INDEPENDENT DJ

The survey and the findings at our summit showed us that getting tools to negotiate fees and promote yourself and your business is highly demanded among DJs.

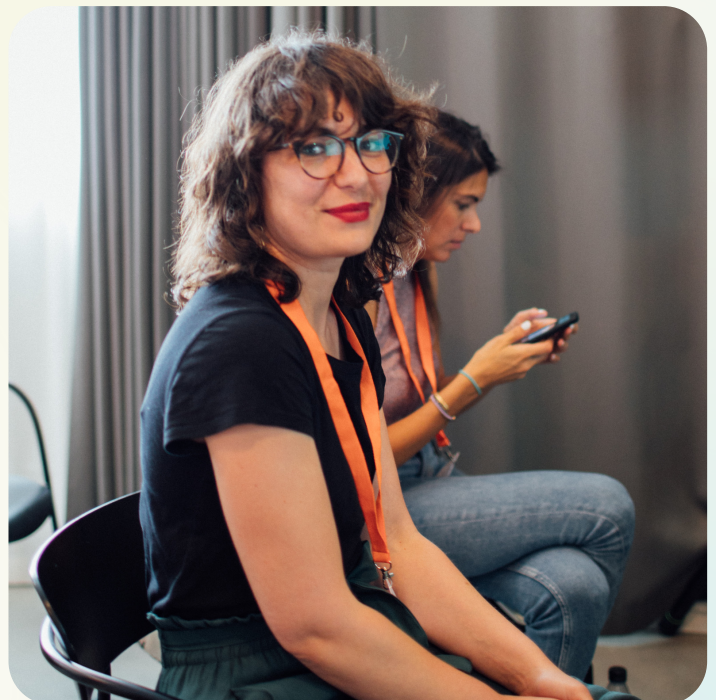
As a DJ, whether your main artistic focus is to play underground club gigs or at big commercial festivals, you might find it useful to strengthen your business skills and your digital presence. In this chapter we seek to give advice on how to negotiate the right fee, what key people you need in your network to help you grow your career and how and where to seek help and information when playing international gigs.

The chapter is kindly developed in collaboration with and inspired by two keynote presentations at the summit by **Cristina Lazic** (Marketing manager at Google, DJ, producer and member of the Shesaid.so community) and **Marie Fol** (Keychange Project Manager and On The Move).

CRISTINA LAZIC



MARIE FOL



INDUSTRY AND BUSINESS SKILLS

When working as a DJ you are often in a position where you possess all roles in your business; the manager, the booker, the artist, the promotion manager and so forth and therefore it is important to have many varying skills. This is our attempt to help you a little on the way: What would be the most important people in your network in order to do business?

Key people (1)

Manager

- Own your strategy
- Day to day admin
- Get your music signed
- Have contacts in the industry
- Can say “no” for you

Booking agent

- Handle DJ bookings, festival bookings
- Collect fees at the show
- Good contacts with promoters
- Have deals with clubs and promoters
- Beware of booking agents with loads of unknown names in the industry, as you’ll just be part of a big list

Promoter

- Put on the shows
- Sell tickets
- Book venues
- Put on label showcases
- Could be the actual label (like Defected, Fuse)

Key people (2)

Publicists

- Take care of public image
- Organize coverage (radio, websites, magazines)
- Organize campaigns for release
- no promises, ever

Radio pluggers

- Have connections with big radio shows
- Organize the programming of radio
- Organize to get more airtime

SoMe Managers

- Build your socials up
- Create content and interact as if it’s you
- They are costly
- NB: use only if necessary!

Things you'll need to build a presence in the industry

EPK

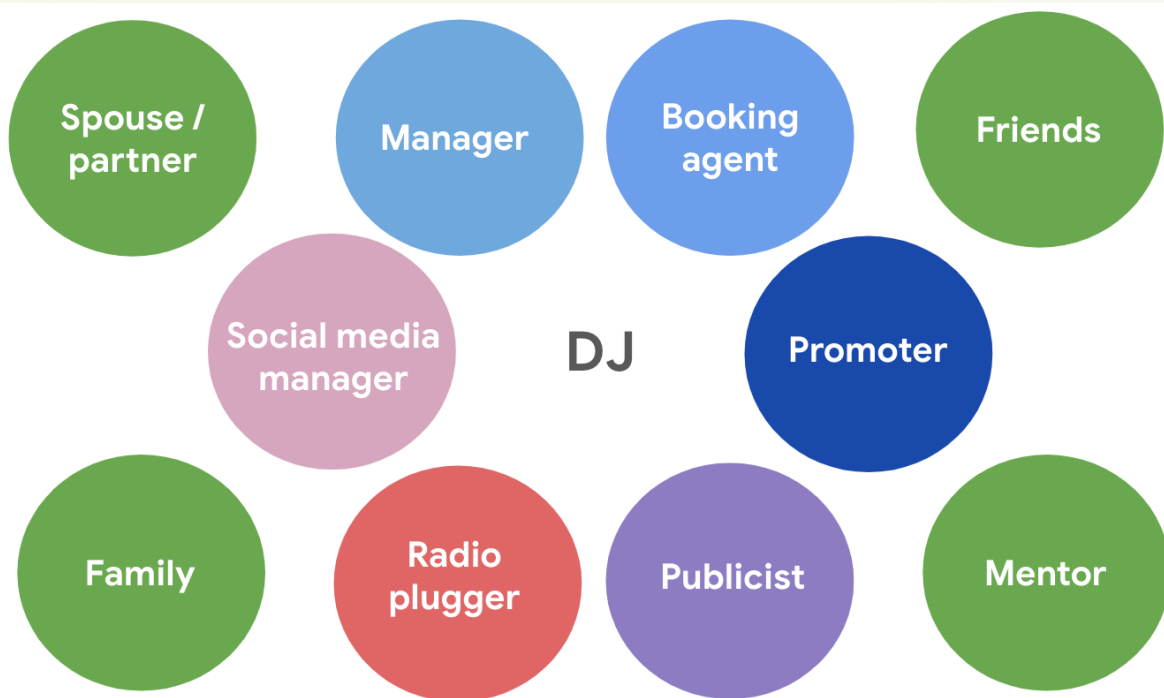
The press kit is the equivalent of your CV. It's your **online media and marketing portfolio**, designed to provide simple access to your essential information. It is the place where you want to showcase your talents to the industry. Eventually, you may also need a **logo**.

Bio

A bio should summarize your **music genre**, your **gigs** and **venues** where you played, your **productions** and labels, the **radio featurings**. You can underline any specific **projects** that have made you stand out, and you can have a short / medium / long version.

Rider

This is a document where you showcase what **technical DJ equipment** you'll need to perform (for ex: Pioneer mixer and CDJs 2000 Nexus 2). You may also want to include an **hospitality section**, where you'll include what to expect when you get booked (for ex: drinks, free guest list passes etc).



NEGOTIATING FEES AND WORKING CONDITIONS

Salary negotiation and setting the right fee for the job can be difficult for many DJs. First of all you need to find out what you are worth/ what is your value? How long is the gig, what is the setting (small or big festival, club, NGO, big or small corporation and so forth) and most importantly, what do YOU feel is the proper salary for your work and name? You also need to consider time spent on preparing in advance and maybe you have to rent or bring your own equipment and transport.

As salary varies across countries it is difficult to state the proper payment for a gig. However, here you will find some tips that can be useful to get the best conditions.

- Consider the value you bring to an event. DJing is still sadly viewed as something “anyone can do”, so you need to communicate what added value you are bringing, not only as a DJ but as a sound and mood curator.
- Don’t be afraid of asking for the proper payment for a gig, it’s your time, value, experiences, and it’s a profession that deserves fair remuneration.
- Remember good conditions are part of the negotiation - think about what should be in your rider, maybe child care, your preferred equipment, good and healthy food, guest list and so forth.
- Evaluate whether this particular booking is really useful for you in terms of advancing your career. Sometimes less is more, and although that can be a difficult position to enter when you are just starting out, or if you are in need of immediate remuneration, but in the long run, the quality of the type of bookings you take on, will be a reflection of who you are as a DJ.

Examples

Electronic Press Kit and bio

CRISTINA LAZIC
Micro House, Minimal

Born in Milan and raised in London, Cristina Lazic started playing the piano when was six, grew up composing music and is now leading two successful parallel careers, working for Google and also having achieved widespread and international success as a DJ and producer.

Despite her fairly recent experience as a DJ and producer, in only four years Cristina was able to perform at iconic clubs like The Egg in London, Opium Dublin, Plastic and Agropolis in Milan and catch the attention of Pioneer DJ Italy, who has chosen Cristina as an ambassador and example for aspiring Italian female DJs. Cristina's peculiar selection of music and music acumen have also brought Cristina to be featured on renowned international radios such as Ibiza Global, Pure Ibiza and Data Transmission. Since May 2020, Cristina is also the host of "Proton", a series of podcasts on the origins of electronic music and the contribution of the industry.

Female professionals can face in male dominated settings has the vision that she's not making a difference in particular, since she is a major herself. She is part community of women in the music industry, where she is efforts to safeguard the interests of artists with girls.

Of Cristina Lazic's life and everything she does. Her aim is to bring them dance and her sounds range from set, groovy minimal tunes.

RADIO SHOWS

- Ibiza Global Radio Ibiza
- Pure Ibiza Radio Ibiza
- Cafe Mambo Ibiza
- bloop London
- Data Transmission Milan

PRESS, EDITORIAL and PLAYLISTS

billboard DJ ICRER

Rider

CRISTINA LAZIC
TECHNICAL AND HOSPITALITY RIDER

TECHNICAL RIDER

1x Mixer Allen & Heath - Xone 82 or Xone 96
If not available, Pioneer DJ DJM800NX2

3 x CDJ 2000 NX2 Pioneer DJ (lirked)

2 x High Powered Monitors

optional: 1 x RMX1000 Pioneer (effects unit)

2 x Technics 1210 MK2 Turntables (for vinyl performance only - lateral slides on the booth)*

* If Vinyl performance is required, turntables must be balanced (no vibrations) and style will be minimal only

SET UP

HOSPITALITY RIDER

5 natural water bottles (0.5L)

1 vodka bottle (Belvedere, Grey Goose or similar) + lemon

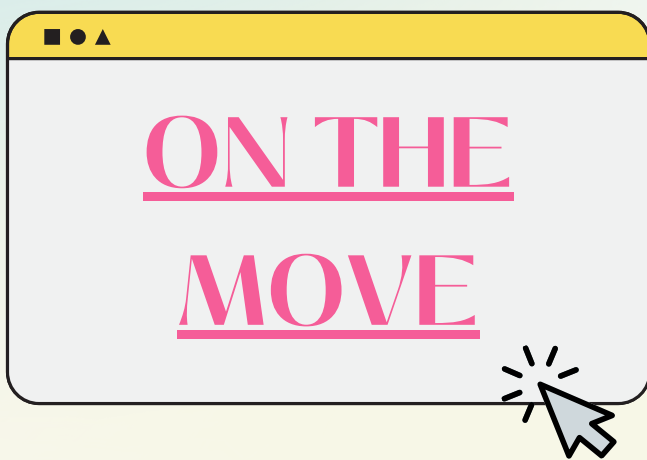
Various mixers (Coke, Lemon soda, Redbull, etc)

Artist MUST have a minimum of 10 free guest with her

MOBILITY ACROSS BORDERS: WHOM TO CONTACT?

In order to be able to go on tour abroad it is useful to pay attention to a given country's rules and regulations regarding for example work permits, health insurances and taxes. These can vary from each country and from outside and within the EU. Make sure to check this out before planning an international gig. If you need help with papers, documents and so forth, you can find it from the organisation On The Move.

On the Move is an organisation that aims to tackle administrative challenges that artists and cultural professionals can face when working across borders like issues around visas, social security, taxation and more.



To get more information, contact On The Move org. Also, in our index list in chapter 7 you'll find plenty of suggestions for whom to contact in a given european country regarding communities, networks, places to get support and to connect with like-minded people and artists.

THE IMPORTANCE OF DIGITAL PRESENCE AND BRANDING

HOW TO BUILD A PRESENCE ON SOCIAL MEDIA AND WHAT ARE THE MAIN FOCUSES FOR BRANDING YOURSELF?

Cristina Lazic, marketing manager at Google, DJ and producer and part of the Shesaid.so community and also an expert on branding and developing a career as a DJ, pinpoints the most crucial elements in a DJ's SoMe presence in this chapter. From Cristinas point of view, the principles of a good presence on social media involve the following: regularity, consistency, to give back and tools.

Let's have a look at CONTENT

- most people **don't post content as they are fearing the judgment of others** or feel it's not professional enough. Don't be scared to post!
- **the purpose is to GIVE VALUE** - how do you do that? Some examples:
 - share music you like so that others can discover
 - clips of you playing music, to entertain
- my advice is to **go heavy (80%) on one platform**, and focus on it
- make a matrix of 4 types of content that your followers may like.

A	D	C
B	A	D
C	B	A

A = vinyl pick of the week
 B = videos of me playing
 C = pics of me with flyers / announcements
 D = tips about music

The principles of a good presence on social media

- **Regularity**- maintain engagement by posting regularly, for steady growth.
- **Consistency** – **Build your brand!** stylistic consistency is important to differentiate yourself on Instagram from everybody else who uses it on a personal level. You want somebody to arrive at your profile and pick up instantly that you are an artist. Build your brand!
- **Give Back** - Balance out promo messaging with personal and engaging posts - nobody wants to follow somebody who takes and doesn't give back. You don't want your fans to be there just for the selfies!
- **Tools** - Use other platforms and tools to curate content. Keep a Spotify playlist updated regularly to communicate on socials about your music genre interests, show you're ahead of the curve with music discovery. Collaborate with other artists.

Engagement is key. However: remember that MUSIC should be your main focus.

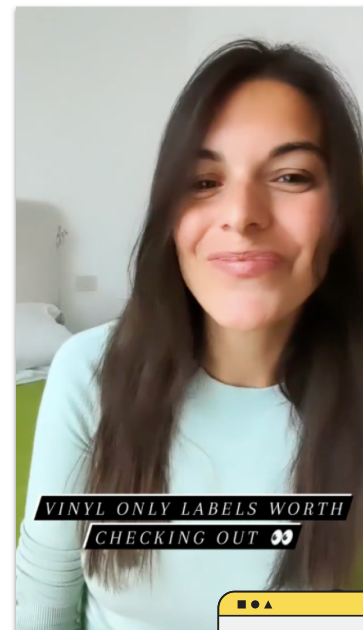
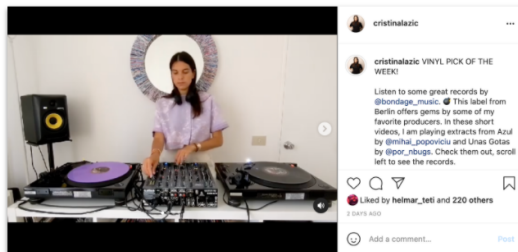
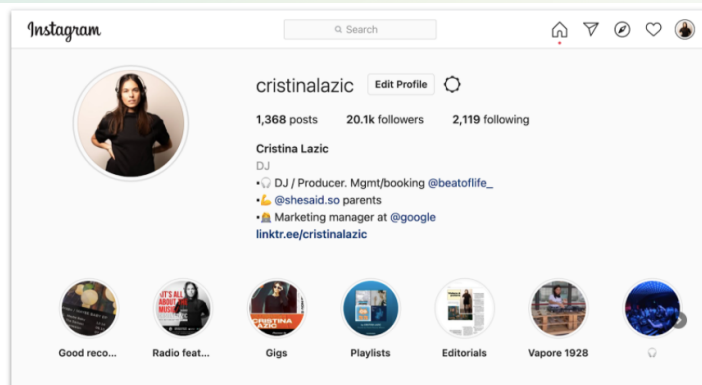
Focus on.. Instagram for Djs



- The IG algorithm is changing very often. Keep up to date to know what works best
- What works well? Reels and people who save your content.
- What doesn't matter? Likes (as much as we care).

Some tips:

- For your profile: use  linktree
- strong focus on Reels. Brainstorm on what could work for 30" videos.
- Stories: make good use of them, use highlights and just post one story in 24 hrs, if you have an announcement to make.
- build engagement: ask people to comment to get exclusive content.



Cristina
Lazic's IG

Content ideas

Your music / videos of you
playing

Top 5... (moments, tracks,
locations, etc)

Clubbing / events
guides for your
location

Hardware reviews

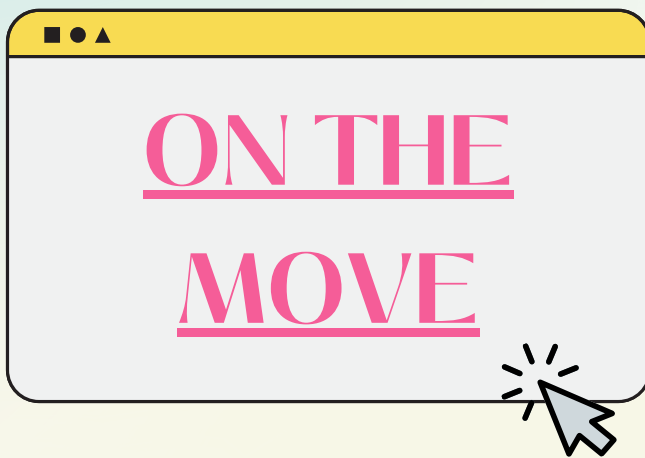
Music reviews

Memes

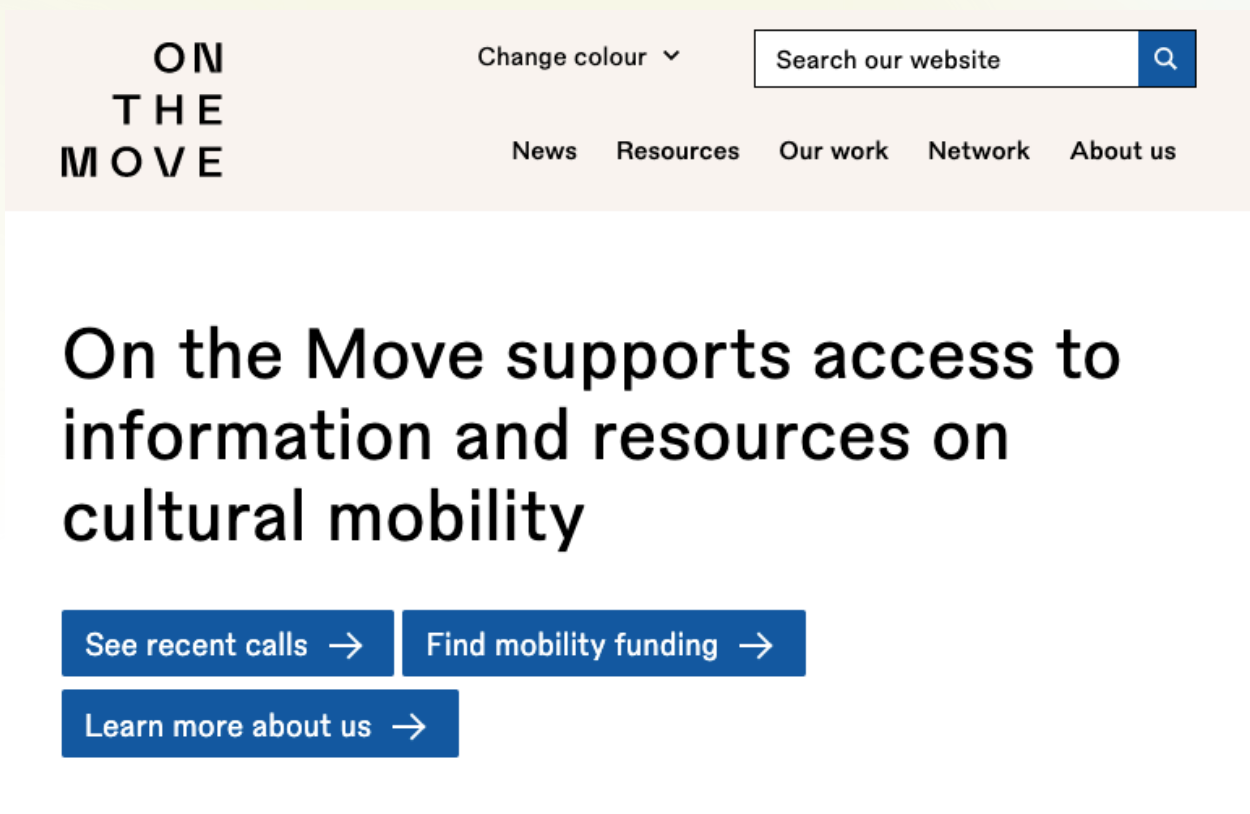
MOBILITY ACROSS BORDERS: WHOM TO CONTACT?

In order to be able to go on tour abroad it is useful to pay attention to a given country's rules and regulations regarding for example work permits, health insurances and taxes. These can vary from each country and from outside and within the EU. Make sure to check this out before planning an international gig. If you need help with papers, documents and so forth, you can find it from the organisation On The Move.

On the Move is an organisation that aims to tackle administrative challenges that artists and cultural professionals can face when working across borders like issues around visas, social security, taxation and more.



To get more information, contact On The Move org. Also, in our index list in chapter 7 you'll find plenty of suggestions for whom to contact in a given european country regarding communities, networks, places to get support and to connect with like-minded people and artists.



A UTOPIAN FUTURE MUSIC INDUSTRY

HOW DO WE PUSH FORWARD?

In our last session of the European Female DJ Summit, board member of Future Female Sounds and writer Nereya Otieno, guided the participant DJs through a session focused on, what the music industry needs to improve.

COVID-19 greatly disrupted the lives and work of creative professionals, however the disruption of the pandemic, also gives us a real chance for a reset. By identifying and addressing inequalities, this solution-oriented session focused on creating our own roadmap to re-enter an industry that is better, safer, bolder. After two full days of programmes covering technique, culture, inclusion, access, health and more, the participants were asked to collectively animate the ideas they stirred up.

So what is needed to build an even more inclusive nightlife? Is it access to public space and venues, is it lack of funding? Is it difficulty getting through to bookers? Is it the lack of practices that encourage safer spaces for women and gender minorities in clubbing? Is it tokenism?



The participants were asked to think about their ideal post-COVID-19 industry. What would you change? Why? What would you amplify? How do you feel in it? Based on these questions, the following manifesto for an even more inclusive and gender balanced music industry was developed.

SAFETY / HEALTH / MENTAL HEALTH

- Amplify unheard voices
- Continue group therapy sessions
- Better mediation
- Create braver and safer spaces that are inclusive of everyone
- Focus on equity in all that we do
- Talk more about how to tackle mental health — offer solutions in addition to listening
- Establish required safety measures (in bars, DJ booths, etc.)

MAIN THEME: If people feel heard and represented within the industry, health and mental health will improve for all.

TEAMWORK / ACCOUNTABILITY



- Establish guidelines and rules that we collectively enforce
- Create a standard treatment for all to encourage equality
- Accountability is our responsibility

MAIN THEME: Develop considerate and inclusive industry standards that all parties agree to and enforce.

MENTORSHIP / ROLE MODELS

- Establish guidelines and rules that we collectively enforce
- Create a standard treatment for all to encourage equality
- Accountability is our responsibility

MAIN THEME: Celebrate diverse talents, use each other's diverse talents, promote diverse talents.

DIVERSITY

- Diversity as a demand
- More spaces for queer people
- Breaking down sexuality
- Boldly enforce zero tolerance policy to racism, transphobia, homophobia, sexism, ageism, etc.
- Mandatory womxn stage at festivals/shows
- Commit to raising our children differently to break cycles
- Increase representation for role models within the industry
- Reinvent the scene so everyone doesn't have to fit into a cis masculine environment
- Encourage minorities with large platforms/followings to speak up — reach out collectively
- Improve accessibility to the industry both on- and offline
- Create options for DJs who are parents to tour
- Determine how to best make allies at the top level
- Decide on what an ally truly is, what their role is
- Do away with getting a seat at the table and move everyone to the floor, shared eye level, room for more
- Try to diversify crowds as well as the DJs

MAIN THEME: Never accept a status quo simply for the majority and actively recruit all influential people within the industry to do so.

EDUCATION / AWARENESS

- Better historical education of the context/background of genres
- Be open and vocal about creating safer spaces so that more people can hear/understand
- More awareness of the origin of genres
- More awareness of the influential music from Africa
- Better education on what appropriation is
- Increase intersectionality when making decisions
- Continuously educate allies

MAIN THEME: Include the history of music in our education of ourselves and others

PAY / FUNDING

- Make payments visible
- Transparency of wages
- Thorough submission of reports for data (such as at music festivals)
- Demand fair treatment & fair payment
- Take part in funding programmes
- Push to allocate more money to women and gender minorities

MAIN THEME: Demystify wages to ensure they are fair

SUSTAINABILITY

- Both socially and environmentally, we need an industry that gives more than it takes

CONCLUSION

The wrap-up of the session ended with a common pledge to all the participants can commit to working on:

- Share their fees/pay at certain clubs in a spreadsheet
- Speak to at least one influential DJ a month about using their platform for awareness
- Adding a specific equity/diversity request to their rider.



ARTÉMIS

"the importance of holding onto one's individuality..."

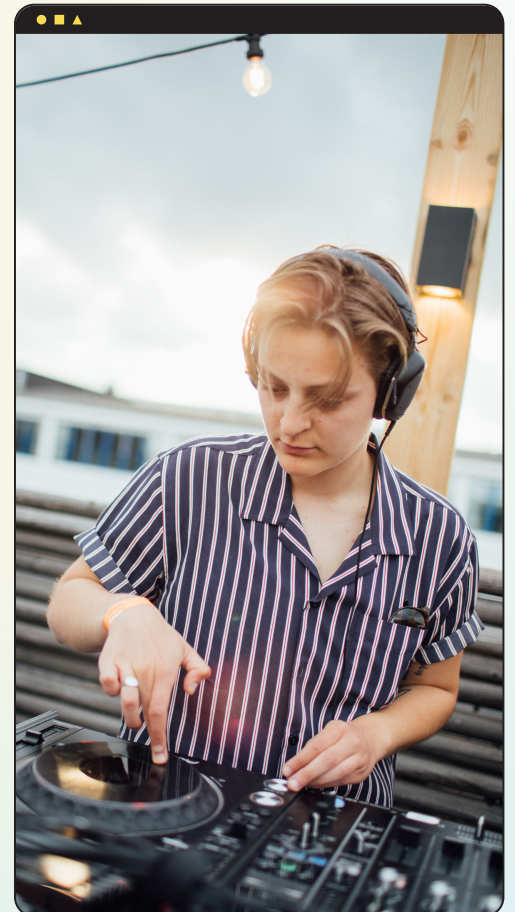
Community, female energies, a sense of belonging described my 3 days of the European Female DJ Summit. I say female energies because we came together as different individuals yet that was not a bridge between us but a tool which forged friendships and solidarity. The artists, the DJs I met taught me the importance of holding onto one's individuality, curiosity, always keeping a genuine spirit. The nuts and bolts of the music industry and the issues around gender inequality were presented but what mattered most for me was the connections made, sharing our stories, our perspectives and our love for music. And for that I want to thank everyone that worked hard for making this concept come true!"



ALEKS BLC

"It showed me how extremely important our community is"

"There are so many things I want to say that this Summit has brought and awakened in me. For the most part being able to unite with such talented and unique people was a huge privilege. Being able to get to know them, learn from them and exchange ideas with them was truly inspiring and empowering. I think it definitely has given me more of a motivational but compassionate kick towards exceeding as a DJ and as a person. It showed me how incredibly important our community is, how important it is to continuously raise awareness on the imbalances in the industry as well as holding ourselves accountable to our own privilege and ways we could support each other."



INDEX LIST / DIGITAL RESOURCES

HOW DO WE PUSH
FORWARDS?

Although all the content and great reflections from this summit could not be documented in this guide, this index list has been crowdsourced from the applicants and participants of the European Female DJ Summit, and is created as an Open Source document which every one is welcome to contribute to.

The learnings from this summit show the strength in collaboration, and we hope that this guide can facilitate resources which female, non-binary and gender minority DJs can make use of across Europe. This index list below is thus a way to outline like-minded networks, organisations, DJ collectives, radios, and other music industry networks across Europe. You can access and contribute to this list right here:

You can access and
contribute to this list
right here:



Collectives	Organisations
All Hands on Deck	Future Female Sounds
Bad Girls Club	Gender Amplified
B L O O M	Girls Rock Camp Alliance
BLVSH	Parity Productions
Daisychain	Production on Deck
Eclat Crew Berlin	Sound Girls
Feat. Fem	Women In Music
Female:pressure	Women Produce Music
FemBPM	Women's Audio Mission

Thank
You