The **Agent of Change Award** is presented to a company that exemplifies a commitment to diversity, equity, and inclusion in their hiring practices, executive development, and promotion structure.

**Submission #4**

**Sony Music Publishing**

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Sony Music Publishing’s Global People Experience (PX) team, led by Elicia Felix-Hughey (SVP, Global PX), have continued to pave the way for inclusivity and elevate diverse voices across the company and beyond. SMP has made it a priority to expand support for employees and create a more equitable culture through several new initiatives – most recently with the launch of its Women’s Leadership Program – consisting of in-depth sessions hosted over the course of 6-9 months that are aimed at advancing growth and development of current and future women leaders at the company. The Women’s Leadership Program launched its first cohort session in 2022 and has since received extremely positive feedback from within SMP and across Sony Group, earning Sony Group’s Global HR Award (‘Develop’ category) and becoming an example for other Sony Group divisions. To ensure long-lasting, effective cultural change, the Sony Music Publishing PX team has created sustainable opportunities for underrepresented groups and expanded pipelines for future talent through partnerships with diverse organizations like Scholarship Plus, HBCU - LA and American Indigenous Business Leaders. Over the last three years, female representation at SMP’s senior leadership level has more than doubled – and as of today over 56% of its employees identify as female. Representation of people of color in senior leadership experienced a fivefold increase over the last three years in the US alone, and in 2021, 50% of all new hires were from ethnically diverse backgrounds. The company has also continued to require inclusive leadership training for all managers and diversity training for all non-managers. Additionally, Sony Music Publishing has elevated support for the next generation of musicians and music leaders through scholarship programs including the SMP/Bleeding Fingers Screen Scoring Diversity Scholarship at USC’s Thornton School of Music, which supports Black composers and helps them advance in the music industry.

Additional Links:  
<https://musicbiz.org/wp-content/uploads/2023/03/SMP-Womens-Leadership-Program-Overview.pdf>

<https://musicbiz.org/wp-content/uploads/2023/03/Testimonials-Womens-Leadership-Program.pdf>

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**Submission #5**

**Warner Music Group**

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Please see attached file for full information, but we are pasting text here for accessibility purposes as well! We'll absolutely submit a video if selected. At WMG, diversity, equity, and inclusion isn’t just what we do—it’s who we are. In 2022, we saw some major growth at Warner Music Group in relation to diversity, equity, and inclusion. • We launched the industry’s first Global DEI Institute, a hub for innovation, education, and action turning up the volume on social change through music. • We developed a dedicated program to increase music industry awareness, skills, and networks among HBCU students, which has morphed into WMG’s HBCU Intensive Program, which will welcome 20 students to a one-week intensive across our 4 US offices in June 2023. • Our UK team curated Into the Music Industry and Ultimate Fieldtrip events in London, Manchester, and Belfast in partnership with organizations like Rio Ferdinand Foundation, Kiss FM, Cre8ing Vision, and NQ to inspires and engage the next generation of music industry professionals through a series of workshops, songwriting camps and production sessions, panels, and networking opportunities, focusing on young people of color and those from working class backgrounds. We’re working toward a better, more just future in the music industry. To do that, we build with our local communities, learn with our colleagues, and invest in the current and next generation of music industry leaders. We know diverse notes create a richer musical harmony, and we believe that diversity not only betters everyone—it helps us make better music. That’s why we believe it’s essential to invest in programs that ensure our emerging leaders represent the diversity of our communities – programs like Mentoring Remixed. Mentoring Remixed is about how all people at WMG have insight, experience, and expertise to bring to the table. It flips the script on traditional hierarchy, centering reciprocity – two-way learning and support – between those working at the junior/mid-level and senior leaders. The program is designed to support the career progression of junior and mid-level team members from traditionally marginalized groups that are typically underrepresented in industry leadership (e.g. people of color, women and nonbinary folks, LGBTQIA+ folks, people with disabilities) through relationships, guidance, and increased visibility while supporting business leaders to be more informed, inclusive, and agile for hiring and management. Our first cohort in the Americas included 50 participants representing 6 countries and a wide range of roles across our recorded, publishing, and corporate divisions. We partnered with C-Suite Coach, a Women Owned Business Enterprise (MWBE), to provide leadership coaching to our mentors. Coaching themes focused on best practices to being an effective mentor, fostering greater self-awareness, breaking down barriers and understanding what it means to “lean in,” and providing a framework for continued coaching, sustaining intentional growth, and maintaining high performance. Over 200 hours of coaching were delivered over the course of the program! "The Mentoring Remixed program has been one of the most fulfilling experiences I've had at Warner. Being able to connect with an executive and learn from them one-on-one is priceless in and of itself, but getting the opportunity to have a reciprocal relationship sets us up for the type of success one could only dream of. I'll be forever grateful for this experience." - Junior Mentor “The mentor/Mentee relationship was always one I treasured! I learnt quickly in my early career that the path I have chosen was not created by me, many having walked the same before me. Throughout my career I have been a mentee or a mentor. This past year WMG broke the perception I had of what mentorship looked like, for the first time in my career I was introduced to the concept of being a reciprocal mentor. I was at once guiding whilst being simultaneously guided! Was I totally sold on the concept? NO! Did I approach it as any other challenge to my perception of what any relationship could be? Yes! Despite my doubts I felt I had a responsibility to both me and my fellow mentor to approach the relationship intentionally and with a shared sense of purpose. Within the first few meetings (we meet once per week for an hour) I saw the ingenuity of the program, I could share what I have learnt, the hurdles that I overcame, whilst simultaneously viewing (through a much younger perception) how my younger staff navigated and crafted their own careers. In the end, if I am honest, I do think I got far more from this relationship than I envisioned. I am a better manager to those who report to me (greater understanding of their motivation) and a more insightful mentor.” - Senior Mentor

Additional Materials:

<https://musicbiz.org/wp-content/uploads/gravity_forms/192-e4bc681e4e2fbe698169cff92ae132c5/2023/02/WMG-DEI-Bizzy-Awards-2023-Agent-of-Change-Submission.pdf>

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Meaghan Mingo, Warner Music Group

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**Submission #8**

**Recording Artists and Music Professionals with Disabilities (RAMPD)**

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RAMPD has made amazing changes in the industry for disabled musicians, creators, below-the-line workers, and audiences. Literally the only organization of its kind, it specifically focuses on bringing equity and inclusion to all areas of the music industry, whether it be event or venue accessibility, promoting the use of inclusion riders and equitable hiring practices, and building the first community of its kind of music professionals who identify as disabled. Despite only existing for little more than a year it has already brought historic change, most notably their partnership with the Grammys for their 2023 award ceremony - <https://www.hollywoodreporter.com/news/music-news/grammys-2023-recording-academy-accessibility-disability-inclusion-1235314953/>

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**Submission #10**

**mtheory**

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The company launched the Equal Access program in April in partnership with CMT. The program provides financial support, networking opportunities, and industry connections to communities not always afforded those breaks in Country Music. The initial cohort has 3 managers and 3 artists of color and has already had meetings with industry heavyweights, BMI, UMG, Warner, CMA, CMT and many more. One of the artists has signed with Warner Nashville, and one of the managers has signed a country artists for management representation since the program began.

Additional Materials:

<https://musicbiz.org/wp-content/uploads/gravity_forms/192-e4bc681e4e2fbe698169cff92ae132c5/2022/10/EqualAccessBillboard.pdf>

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