

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 # 1

ATL Collective

ATL Collective is creating opportunities for artists through education, live events, camps and other ways to help artist grow their knowledge, fan bases and generated needed income.

Supporting Materials

<https://atlcollective.org/who-we-are/>

<https://atlcollective.org/stories/>

<https://www.artsatl.org/atl-collective-traces-the-past-and-future-as-curators-of-the-musical-community/>

Tony D. Alexander, MIME LLC, tony@mimecorp.com
Is the nominee a Music Biz member – No

Submission # 2

The Right Productions

At The heart of The Right Productions work are its core values - diversity, equity, and inclusion. These foundational principles are part of the organization's culture and operations. Led by President & CEO Shahida Mausi, The Right Productions has not only excelled in the entertainment industry but has also set an example of how businesses can promote diversity and make a meaningful impact in their communities.

The Right Productions actively engages and develops the community to promote diversity and social justice. In addition to having co-founded the Black Promoters Collective at the onset of the pandemic, The Right Productions recently partnered with the Neighborhood Service Organization to launch the Tommy Garrett House, a first-of-its-kind home for artists experiencing homelessness. These monumental steps in serving historically excluded communities reflects The Right Productions' commitment to use their platform for social impact.

The Tommy Garrett House is another reflection of the amazing social and cultural work Ms. Mausi is a part of. She has worked with artists for her entire career and seen the gaps in financial and mental health services in the creative community. When speaking about the Tommy Garrett House, she called it in her own words - "... a place where creative people could feel supported and cared for during difficult times.."

Tommy Garret's House exemplifies what it means to be an agent of change in the creative space and a beacon of hope for artists who struggle to find opportunities in the industry. The Right Productions is not only deserving of the Agent of Change Award but is also a model for other organizations wanting to create a more inclusive world.

Supporting Materials

https://musicbiz.org/wp-content/uploads/gravity_forms/214-2aca7fe81f49bd55dad84d040c2356d3/2024/01/Right-Productions-Shahida-Mausi-on-25-Years-of-Independent-Promotion---Billboard.pdf

Rev. Moose, Marauder, moose@marauder.com

Is the nominee a Music Biz member – No

Submission # 3

The Beatport Group

I am thrilled to submit The Beatport Group for consideration for the Agent of Change Award, a recognition that aligns seamlessly with the company's commitment to diversity, equity, and inclusion. As of January 2024, The Beatport Group received two prestigious accolades for our employer work in 2023/24:

D&I Power List Winner:

Awarded by GirlCode, a leading global women in tech organization, this distinction places The Beatport Group among esteemed industry giants such as Spotify, Meta, Apple, and Rockstar Games. The D&I Power List award acknowledges Beatport's efforts to go above and beyond in closing the gender gap in tech, something near and dear to the company.

Certificate of Inclusive Excellence by Inclusion UK:

As of last week, The Beatport Group has been recognized by Inclusion UK for our commitment to inclusive excellence. This certificate underscores the company's dedication to fostering an environment where diversity thrives and excellence is inclusive.

The Beatport Group appointed Sofia Ilyas to the position of Chief Community Officer in April 2023. In this newly created role, Ms. Ilyas spearheaded our diversity, inclusion, and social action efforts. Her extensive experience in building coalitions among music, hardware, and technology communities, coupled with a proven track record in accelerating diversity and equity initiatives within the industry, undoubtedly elevated our commitment to positive change.

The Beatport Group announced the recipients of its second annual Diversity + Parity Fund last year, distributing grants totaling \$150,000 to accelerate gender parity and diversity across the music industry. Among the co-recipients sharing in the \$150,000 total investment were Change The Beat, Last Night A DJ Saved My Life, Offbeat Collective, Other Village People, Saffron, and We Are Moving The Needle. These diverse initiatives, ranging from festivals and conferences to writing camps, showcased the breadth and depth of talent within the music industry. Established the previous year, The Diversity + Parity Fund underscored Beatport's unwavering commitment to reshaping the music industry into a more inclusive, diverse, and equitable space for all. The fund represented Beatport's desire to foster a music industry that reflects the diverse tapestry of talent and voices within it. The Beatport Group believes that initiatives like the Diversity + Parity Fund complement its internal efforts and contribute to creating a more inclusive and equitable music industry for everyone.

Supporting Materials

Molly Sheban, SpinLab Communications, molly@spinlab.net
Is the nominee a Music Biz member – Yes

Submission # 4

ONErpm

Sophie Zunz, as the HR leader at ONErpm, has spearheaded a transformative HR process aimed at embracing diversity across all 44 territories where ONErpm operates. This innovative approach recognizes the unique cultural backgrounds, perspectives, and talents present within the global workforce.

Cultural Sensitivity Training: Sophie Zunz has introduced comprehensive cultural sensitivity training programs for all employees. These programs aim to increase awareness and understanding of diverse cultures, customs, and traditions. By fostering cultural competence, employees are better equipped to collaborate effectively across borders and serve diverse markets.

Diverse Hiring Practices: Zunz has implemented inclusive hiring practices to ensure diversity at all levels of the organization. This includes actively seeking out candidates from underrepresented backgrounds, implementing blind resume screening processes to reduce bias, and partnering with organizations that promote diversity in the workplace.

Diversity Metrics and Accountability: Zunz has established metrics to track diversity and inclusion progress across the organization. By regularly measuring and reporting on key diversity indicators, such as representation rates and employee satisfaction, ONErpm holds itself accountable for creating an inclusive workplace culture.

Cultural Exchange Programs: Zunz has facilitated cultural exchange programs that allow employees to gain exposure to different cultural perspectives and experiences. These programs may include international assignments, cross-cultural mentorship opportunities, and virtual cultural immersion sessions.

Inclusive Policies and Benefits: Zunz has advocated for the implementation of inclusive policies and benefits that cater to the diverse needs of ONErpm's global workforce. This may include flexible work arrangements to accommodate religious holidays, parental leave policies that support diverse family structures, and healthcare benefits that are inclusive of diverse medical needs.

Community Engagement and Outreach: Zunz has led initiatives to engage with diverse communities both internally and externally. This may involve participating in community events, sponsoring diversity-focused initiatives, and partnering with organizations that align with ONErpm's commitment to diversity and inclusion.

Leticia, ONErpm, merida@onerpm.com
Is the nominee a Music Biz member – Yes

Submission # 5

Derek Johnson, BLU DUB

<https://vimeo.com/112063252>

Ireola Olaifa, DJAIYE, LLC, ireolaifa@djaiye.com
Is the nominee a Music Biz member – No

Submission # 6

Keychange U.S.

Keychange U.S. is a charitable nonprofit championing gender equity and inclusion in the music industry, building upon the Keychange movement which began in Europe back in 2017 by Vanessa Reed and Core Partners; PRS Foundation, Reeperbahn Music Festival, and Musicentrum Ost. With a generous contribution from Founding Donors TuneCore and Believe, Keychange U.S. launched in the U.S. in 2022 and has been a shining light and resource for many in the industry.

With a small but mighty and diverse team, Keychange U.S. has launched an incredible initiative called the Talent Development Program, a 6 month career development program for women and gender expansive artists and music industry professionals (with an emphasis on the BIPOC and LGBTQIA+ communities). In this inaugural year, they have been supporting 25 women and gender expansive individuals from LA, NYC, and Nashville with in person meetups, networking events, mentorship (in partnership with Women in Music), coaching and professional development sessions with industry leaders, as well as showcase and speaking opportunities at partner festivals and conferences. This cohort is an inspiring and passionate group of artists of all genres and innovators who are leading in various music industry sectors (products, A&R, engineering, managers, consultants, etc.) and we look forward to seeing all that they accomplish as a result of this program.

Keychange U.S. is also focused on growing the global Keychange Pledge, an initiative that encourages festivals, conferences, and music organizations to demonstrate an authentic commitment towards gender equity and a more diverse representation across their staff, board rooms, production teams, and festival lineups. They have more than 615+ signatories to date including Music Biz, A2IM, Winter Jazz Fest, Muse Expo, Folk Alliance International and many more. I highly recommend them for the Agent of Change award as they are a trailblazing organization committed to creating positive change across the industry and advocating, supporting, and creating safer spaces and more opportunities for underrepresented communities.

For more information on the Talent Development Program:

<https://www.keychangeus.com/2023-us-participants-announcement>

For more information on the Pledge:

<https://static1.squarespace.com/static/5e3ac2fec69e2663a9b793c/t/63eaa4a6c11a4e4fc5ef92ba/1676321959085/Keychange+Pledge+Action+Plan+2023.pdf>

Meg Porter, Keychange U.S., meg@keychangeus.com

Is the nominee a Music Biz member – No

Submission # 7

Saskhia Menendez

A multi award winning equality & diversity ambassador, researcher, public speaker, mentor, artist and social change activist. Saskhia works to help diversify the music industry landscape, as well as help improve representation, equity and inclusion. She helps to educate and inform others of the issues and barriers certain underrepresented groups face. She is a multi-racial trans woman who transitioned 12 years ago, a parent of two children, and has over 10 years' experience in the music industry. She is also in the process of making some brand-new tracks, which are due for release in 2024. She is also preparing to undertake a PHD in gender equality in music, mainly around trans and non-binary inclusion in music. She finalised her MA in Music Marketing in 2021 and has had a musical education from the age of 8. She runs a podcast called Music Industry Insights Worldwide, and supports all underrepresented and disadvantaged communities across the UK, Canada, US and Europe. She is also an activist for TGEU for the trans community across Europe and South Asia

Supporting Materials

https://musicbiz.org/wp-content/uploads/gravity_forms/214-2aca7fe81f49bd55dad84d040c2356d3/2023/11/387807647_720425250108954_6147032650156743059_n-1.jpg

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https://musicbiz.org/wp-content/uploads/gravity_forms/214-2aca7fe81f49bd55dad84d040c2356d3/2023/11/F-mkR85XkAElliK.jpg

Rayez Webster Baidoe, Keychange, LiVe & The F Listt Music CIC, WEBSTERRAYEZ@GMAIL.COM

Is the nominee a Music Biz member – No