

Sound Roots Equality, Diversity and Inclusion Reporting 2023



As part of our commitment to equality in all forms, Sound Roots will document our progress against our broader [Equality, Diversity and Inclusivity Policy Statement](#) and Action Plan.

This report is a breakdown of our collected data for 2023 alongside narrative lines and future plans to ensure we are representative of our communities at every level of the organisation.

Summary

In our third full year of collecting this data, we can compare results from 2021, 2022 and 2023. We hope that this will give us a clear benchmark for leadership in the sector as we strive for the music industry to be fully representative of the wider population.

In this report, we capture data from individual musicians within bands. This means that the %age figures shown sometimes do not total 100% of original datasets. For example, if we have 50 bands providing data, one of those bands might provide data on each band member contributing to the overall dataset adding up to more than 100%.

We encourage everyone we work with to provide us with this data, but not all do. To this end, the contents of this report can only reflect the datasets from those who complete our forms.

When recruiting staff or Trustees, we guarantee interviews to anyone who meets the essential criteria who also is from the global majority, has a disability (including neurodivergence) or identifies as a minority gender or from the LGBTQ+ community. **We strongly recommend other organisations seeking to diversify to adopt a similar policy.**

It is of note that each year we have collected this data, there have been significant increases in respondents refusing to disclose information. In particular, people are unwilling to share information on disability and sexual orientation.

Benchmarking

2021 Census Data in England lists the following statistics for people identifying themselves:

- 18.3% black, Asian and other minority ethnic groups
- 51% female
- 0.1% identify as non-binary or 'other'
- 0.2% identify as trans
- 17.8% disabled or neurodivergence
- 3.1% LGBTQI+

Sound Roots seeks to support and represent the grassroots music sector in England. Therefore these headlines will be our minimum expectations of achievement and where we do not reach these figures, will put plans in place to reach true representation within named timeframes. To collect this data, we used anonymous online surveys and forms which were sent to everyone we worked with and who applied to our programmes in 2023. We have 81 responses from those we worked with and 323 responses from those who applied for our programmes in 2023.

Gender Identity

Answer	Worked with us	Change from 2022	Change from 2021	Applied to our programmes	Change from 2022	Change from 2021
Female (including trans women)	67.9%	+18.9%	+1.71%	54.8%	-5.3%	+4.4%
Male (including trans men)	60.5%	+6.3%	+8.02%	73.4%	+13.3%	-10.9%
Non-Binary (for example, androgynous)	4.9%	+0.8%	-0.23%	2.8%	+0.8%	-0.2%
Gender identity has changed from birth	4.9%	-3.4%	No data	3.4%	-5.2%	No data
Prefer not to say	2.5%	-3.5%	+1.97%	9.6%	+4%	+2.3%

In 2023, the core team was:

22% FTE Male (-7% from 2022)

78% FTE Female (+7% from 2022)

0% FTE Non-Binary

In 2023, the Trustee makeup was:

70% Female (+4% from 2022)

30% Male (-4% from 2022)

0% Non-Binary

65% of Manchester Folk Festival artists met our Keychange pledge

63% of the Manchester Folk Festival artist budget was paid to artists meeting our Keychange pledge criteria

Sound Roots is pleased to be a strong champion of representing women in music. Whilst our onstage representation of non-binary artists is high, our core team does not contain any representation from gender identities other than cis male or cis female.

Disability Status

Answer	Worked with us	Change from 2022	Change from 2021	Applied to our programmes	Change from 2022	Change from 2021
Disabled	14.3%	+1.8%	+5.91%	4.3%	-4.8%	+9.2%
Non-Disabled	67.9%	-10.5%	-8.4%	46.4%	-8.9%	-18%
Prefer not to say	17.9%	+8.8%	+2.5%	45.8%	+15.2%	+17.6%

We collect separate data on neurodivergence which are shown here:

Answer	Worked with us	Change from 2022	Change from 2021	Applied to our programmes	Change from 2022	Change from 2021
Neuro-divergent	28.6%	+16.1%	-0.69%	13.6%	+0.7%	+2.6%
Not neuro-divergent	51.4%	-21.3%	-9.69%	52%	-4.6%	-26.3%
Prefer not to say	20%	+9.8%	+5.83%	36.2%	+10.3%	+19%

We have made a strong effort to better represent those with disabilities in our programmes, despite relatively low numbers of those with access issues applying to participate. We also accept applications by video to all of our open calls in order to aid accessibility.

Whilst we have some strong representation in our programme, only one of our Trustees and one member of staff identify as having a disability, including neurodivergence.

Ethnicity

Answer	Worked with us	Change from 2022	Change from 2021	Applied to our programmes	Change from 2022	Change from 2021
Asian / Asian British	4.9%	+1.6%	+3.3%	2.5%	-1.6%	+0.3%
Black / African / Caribbean / Black British	9.9%	+0.2%	+1.69%	3.7%	+0.6%	-1.5%
Mixed / Multiple ethnic groups	4.9%	-3.9%	+5.49%	10.2%	+4.5%	+2.6%
Other ethnic groups	2.5%	-4.1%	+6.59%	1.5%	-0.5%	-1%
White	85.2%	-1.6%	+0.51%	86.1%	-3.1%	-4.7%
Prefer not to say	1.2%	-2.1%	+1.1%	7.1%	+3%	-0.5%

In most cases we broke down questions about ethnicity into 20 different options in line with Arts Council England reporting.

In 2023, whilst all core team members identified as white, we interviewed candidates from the global majority for all new roles although ultimately, appointments were not influenced by demography.

Working with Black Lives in Music we diversified our temporary events team at Manchester Folk Festival and English Folk Expo in October so that 15% of this team were from global majority ethnicity backgrounds, similarly 15% of our Trustees are too.

Meeting our commitments from 2021, our board has become more ethnically diverse. Working with Black Lives in Music we continue to try to recruit new Trustees with diverse characteristics but have been unsuccessful in appropriate applicants.

For the first time, we met and surpassed our aim to have greater ethnic diversity in our programmes than nationally according to the ONS Census.

Sexual Orientation

Answer	Worked with us	Change from 2022	Change from 2021	Applied to our programmes	Change from 2022	Change from 2021
Bisexual	5.1%	+0.4%	+0.45%	15.8%	+1.2%	+1.6%
Gay Man	2.6%	+0.3%	+2.06%	1.2%	-1.9%	+0.8%
Gay Woman (or lesbian)	7.7%	+3%	+1.52%	2.8%	-3.5%	+1.7%
Heterosexual (or straight)	43.6%	-25.8%	-2.93%	59.8%	-2.7%	-0.9%
Queer (or none of the above)	20.5%	+13.5%	-2.51%	7.4%	+0.1%	+6.5%
Prefer not to say	30.8%	+23.7%	-2.51%	35%	+15.7%	+0.2%

In terms of our programme, we know that the folk, roots and acoustic music sector is one of the most open and inclusive in terms of this diverse characteristic and this is reflected in our programme figures above when compared to ONS data.

However whilst 15% of our board members identify as LGBTQ+, our core staff team does not reflect the population’s demography in this respect. This is something we are seeking to address through guaranteed interviews to those from the LGBTQ+ community meeting essential criteria.

Socio Economic Background

In recent years, Arts Council England has begun to seek the following information. We asked people when they were 14 years old, what the occupation of the highest income earner in their household was.

We have not yet found a clear or consistent way to interpret these results and for some programmes were not able to collect this data.

Answer	Insufficient data for 2023	Worked with us in 2022	Change from 2021	Applied to our programmes	Change from 2022	Change from 2021
Modern Professional	-	33.9%	-5.46%	32%	+1.8%	No data
Clerical and Intermediate	-	1.69%	-7.88%	4%	+2.1%	No data
Senior Managers and Administrators	-	5.08%	+0.82%	4%	-5.4%	No data
Technical and Craft	-	8.47%	-4.3%	4%	-5.4%	No data
Semi-Routine Manual and Service	-	5.08%	+2.95%	8%	+4.2%	No data
Routine Manual and Service	-	3.39%	0%	8%	+0.5%	No data
Middle or Junior Managers	-	3.39%	+1.06%	0%	-1.9%	No data
Traditional Professional	-	18.64%	+4.81%	12%	-1.2%	No data
Short Term Unemployed	-	1.69%	+1.69%	4%	+2.1%	No data
Long Term Unemployed	-	0%	-1.06%	4%	-3.6%	No data
Retired	-	0%	0%	4%	+4%	No data
Don't know	-	5.08%	-3.43%	8%	-1.4%	No data
Prefer not to say	-	13.56%	+8.24%	4%	+0.2%	No data

TB Feb 2024