

# LEADING DIVERSITY AND GENDER EQUALITY

- WHAT DOES IT MEAN?

By Sine Tofte Hannibal, general manager, the Danish Composers Society



# The Danish Composers Society



- A member's association and professional organisation for composers and sound artists
- Established in 1913
- Approx. 300 members
- 14% women
- 86% men
- Staff: A general manager, a communication officer, an accountant
- Board: 8 persons (3 women, age 36-61, 5 men, age 35-57)
- A woman as the chair (50% of a full time employment)
- A woman as the vice chair (25% of a full time employment)

# About me



- 45 years old
- I live partly in Copenhagen, partly in Oslo, Norway
- Three children, age 16,14 and 12
- MA in Modern Culture from the University of Copenhagen
- General manager since 2014
- Several years as a freelance producer of new music festivals and concerts, and as project manager and facilitator of Nordic and European networks around audience work and engagement

# Guidelines in my work



1. Diversity and inclusion is a mindset
2. Confront unconscious bias
3. Shared responsibility
4. Focus on qualifications – not taste
5. Change the structures, not the composers (i.e. not the women)

\*\*\*

- Internally through the governance and administration
- Outwardly through our activities and collaborations

# Diversity as a mindset



1. Diversity instead sameness
  - Taking gender, age, cultural background, geography, artistic expression, professional background, experience into consideration
  - Women and men as workshop leaders
  - Offering as great a variety of role models as possible
2. Open calls instead of closed selection processes
  - Candidates for committees and projects
  - Call for works for festivals and concerts
3. Diverse networks, working groups and committees
  - Collaborations with actors and organizations outside the music field
  - Seeking inspiration and advice from abroad and outside our own field and circles
  - Curating team NMD 2021

# Confront Unconscious Bias



1. A constant questioning and adjustment
2. Asking flip questions; 'Would I think or react differently, if...'
3. Adjusting selection procedures in our grant committees

# Shared responsibility



- Chair 50% and based in Berlin - active involvement of board members
- Curating teams
- Engaging members in running projects and facilitating networks

# Focus on qualifications, not taste



- Selecting procedures in our grant committees
- Open calls
- No artistic expression is more distinguished than others

# Fix the structures, not the composers (i.e. the women)



- Collecting data
  - Repertoire statistics on classical music
  - Member surveys on sexual harassment and structural sexism
  - Exchange rapports across the music field
- Initiating Art and Culture in Balance, a network and change initiative across the cultural field focusing on behavioural design
- Active contributions to the public debate
- 2030-goals about gender equality in the music business – a collaboration with other music organisations in Denmark
- Changing the statutes of the association
- Dialogue, activities and networks (seminars, mentorships etc.)

# Final words



- 2014 – lonely mission, difficult to engage the board
- 2016 – focus on children and youth; the education system must fix it
- 2018 – stronger involvement; we need to fix the structures
- 2021 – diversity and gender equality is anchored in the board as a main focus
  - Change of statutes
  - The first woman was selected chair