



Members' Conference 2022

17 & 18 October

Building an Inclusive Trade Union and Music Industry

Panels - Keynotes - Breakouts - The Queens Hotel, Leeds, LS1 1PJ



General information

Thank you for attending the 2022 MU Members' Conference.

The organisers have made a note of your dietary and access requirements, with room and breakfast confirmed for you at the venue for the night of Monday 17 October (or as otherwise requested). Earliest room check-in, for those arriving on Monday, is 3pm.

As we have an attendee with a severe nut allergy, we are asking that delegates do not bring any nuts or nut-based products with them to the event. Lunch on Monday will be available from 12.30pm.

For reference, we recommend accessing the hotel from within Leeds station itself by turning left before the exit, passing down the slope, and using the entrance on the right just after Sainsbury's.

The hotel has no dedicated car park, the nearest is The Q Park (LS1 4AG). The hotel can validate your ticket for departure and payment will be added to account. You are welcome to email the hotel reception@thequeensleeds.co.uk to receive a map or further information.

As we may have some members and speakers joining us who are clinically vulnerable, we are asking attendees to carry out a lateral flow test (LFT) 24 hours prior to arrival. You can claim the cost of the test back via the expense claim form. Further LFTs, masks and sanitiser will be available throughout the event.

A form for your expenses claim is available, please complete and send to finance@theMU.org for reimbursement following the event.

Respect and wellbeing

The organisers aim to set and uphold the highest standards of professionalism and to promote ethical behaviour, attitudes and judgement on behalf of our members. We ask that the same ethical standards of professional conduct are applied by all in attendance, whether online or in person. As a result, we aim to create a space where everyone feels welcomed, respected and safe. Please listen to the contributions of everyone with respectful attention and appreciation.

The language we use and opinions we have may differ and we may not always navigate those differences as well as we would like. We would ask that you welcome feedback and challenge, seeing them as an opportunity to learn. When giving feedback please do so constructively and with kindness. In addition, value the visible and invisible diversity of everyone attending, and welcome opportunities to engage with people who are different to ourselves. We therefore ask you to listen respectfully to presenters, chairs, hosts, officials and staff, plus share your thoughts and experiences if you wish to, whilst being aware that time is limited and others may also wish to speak.

Respect people's needs and wishes by using the pronouns you have been asked to. Please do advise an MU staff member if anything is not working for you, if you feel unsafe or need support during conference with regards to any of the above and trust that we will do our best to find a solution. Thank you.

Welcome from your General Secretary



Welcome to our second Members' Conference. This particular event was created to give MU members a stronger voice in the work of the Union. Ensuring that our members from under-represented backgrounds are heard and remain prominent in our work, in keeping with our drive to ensure that the MU works on behalf of *all* musicians.

The theme of this year's members conference 'Building an Inclusive Trade Union and Music Industry', speaks to the growing focus internally at the MU and externally in the wider industry, that as a trade union and industry we are reflective of society, with an open and inclusive policy at our heart.

As equality, diversity and inclusion (EDI) becomes more embedded in our values and strategy, designing creative responses to tackling inequality are vital and that is exactly what this year's Members Conference is designed to do. Whether we are focusing on emerging EDI issues or dealing with those that are stubbornly persistent, as a trade union and industry we must come together to share our experiences, stimulate new ideas and seek solutions to tackling systemic inequalities.

This Conference gives us the space to have those discussions, led by people with experience of the issues, together with leaders and influencers from across the music industry who share the MU's vision of a music industry free from discrimination and harassment. EDI remains a priority for the MU, and we continue to drive forward our agenda by working closely with our EDI Committee, Member Networks, in addition to the wider membership and our partner organisations, in focusing on the issues that impact musicians lives and careers.

Our work will continue until we have a membership and committees that are truly representative of the diverse musicians working in the UK and an industry where every musician has the opportunity reach their full potential and is not limited by their age, ethnicity, gender, disability, or any other characteristic.

Naomi Pohl

Day One

Monday 17th October

12.30 Arrival and lunch

13.00 Registration

14.15 Convene in Palm Court

14.30 **Welcome from Naomi Pohl** MU General Secretary,
and **Alex Gascoine**, Chair of the MU Executive Committee

Plus keynote introduction by Mayor Tracy Rabin

14.45 **Panel discussion: 'Mental Health and the Music industry'**

How is the music industry supporting musicians to stay mentally healthy? Join the discussion and hear about the issues musicians face and the initiatives designed to tackle them.

The panel will feature Eric Mtungwazi (Music Support); Elton Jackson (Sony Music UK); Joe Hastings (Help Musicians); Natasha Hendry (Music Psychologist); Sital Panesar (founder of MusicaTherapy) and led by MU member and EC Vice Chair Andi Hopgood.

15:30 Breakout sessions:

In John Charles 1

Tackling the parenting and caring issue. How do we address the lack of protection and provision for parents and carers in the music industry? Session featuring Cassie Raine (Parents & Carers in Performing Arts PiPA), Olga Fitzroy (Parental Pay Equality), led by MU member Cecilia De Maria.

In John Charles 2

Ageism and the music industry. What support do older musicians need from the industry to sustain their careers and health? Session featuring Virginia Tandy (Creative Ageing Development Agency), led by MU member Fiona Branson.

In the Linton Room

Making UBI a reality. How can the MU's young members support calls for a universal basic income? Session featuring Toby Lloyd from UBI Arts Lab led by MU member Sam Murray.

In John Charles 3

LGBT+ visibility and creating LGBT+ inclusive workplaces. Session featuring Jamie Ahye (Pride in Music), Antonia Lines (Come Play With Me) and led by MU member Lynn Henderson.

In Palm Court

Neuro-inclusive workplaces. How can the industry support neurodiverse musicians? Session featuring Tristan Hunt (Music Industry ADHD Coach) and Dr Tony Lloyd (ADHD Foundation) and led by MU Executive Committee member, Anna Neale.

Quiet room: Bramhope

Kit room: Airedale

16:30 **Reconvene in Palm Court** for feedback on breakout sessions

17.30 **Vacate room** for turnaround

18.30 **Drinks** in bar

19.15 **Dinner**

21.00 **Live set** by DJ Paulette

Day Two

Tuesday 18th October

10.30 **Introduction by John Shortell, MU Head of EDI** followed by a speech from the chair of the MU's Equality, Diversity & Inclusion Committee, Linton Stephens.

10:50 am. **Keynote speech:** Kelli-Leigh, Grammy Nominated Artist and Songwriter.

11.00 **Panel discussion: 'Creating an Inclusive Music Industry'**

Join the discussion on how the music industry is working together to ensure that all musicians have equal access to opportunities.

The panel will feature Roger Wilson (Black Lives in Music), Yaw Owusu (Power Up), Ammo Talwar (UK Music), Nadia Khan (Women in CTRL), Suzanne Bull (Attitude is Everything) and led by MU member and Chair of the MU EDI Committee, Linton Stephens.

12.15 **Lunch**

13.30 Reconvene in Palm Court

13.40 **Breakout sessions:**

In John Charles 1 (with screen)

An anti-racist code of conduct. Creating an anti-racist code of conduct to guide the industry and prevent racism.

Session featuring Roger Wilson & Charisse Beaumont (Black Lives in Music) and Yaw Owusu (Power Up) and led by Linton Stephens.

In Palm Court

Access for disabled musicians: How do we ensure access riders are industry standard and that musicians access needs are being met?

Session featuring Suzanne Bull (Attitude is Everything) and Thursa Sanderson (Drake Music Scotland) and led by MU member Andrew Lansley.

In John Charles 2

Moving towards gender equality. How can the MU tackle the barriers that limit women in the music industry?

Session featuring Nadia Khan (Women in CTRL), Christine Osazuwa (She Said So), Francine Gorman ([Keychange](#)) and led by MU EDI Committee member, Isobel Anderson.

In John Charles 3

Strengthening the talent pipeline. How do we ensure access to music education and a career in the music industry for working class musicians? Session featuring Kate Whitley co-founder of The Multi-Story Orchestra and led by MU EDI Committee member Jermain Jackman.

In the Linton Room

Menopause and the music industry. How can the music industry break the culture of silence on menopause? Session featuring Alison Foster (Trade Union Studies Coordinator) and led by MU member Millicent Stephenson (EC member).

15.00 Comfort break

15.10 Reconvene Palm Court for feedback on breakout sessions

16.00 Closing statements

16.30 Conference closes

Introduction from John Shortell

MU Head of Equality, Diversity and Inclusion

Thank you for joining us at members' Conference 2022 and helping to drive forward the MU's EDI work.

Conversations about EDI in the music industry have changed significantly over the past few years. We have seen a resurgence of movements protesting discrimination and inequality and the impact Covid and the cost-of-living crisis is having on existing inequalities.

A growing interest and commitment to how we as an industry respond to those challenges and create meaningful and sustainable change means conversations about inequality that were once silenced are happening across the music industry.

The MU's response to those challenges is shaped entirely by our members through our EDI Committee and our Member Networks. These spaces have guided the MU's work, held us accountable and instigated change within the MU and across the industry.

The MU has continued to drive forward its Equality, Diversity, and Inclusion (EDI) agenda by working closely with members to produce our Equality Action Plan that will guide the MU's EDI work over the next 4 years. The Equality Action Plan covers all areas of the MU and the music industry from recruitment and retention to training and education, with the ultimate aim of creating safe, inclusive, and accessible workplaces for all musicians.

Partnerships play a vital role in delivering the MU's Equality Action Plan; this year we have partnered with key industry organisations such as Black Lives in Music, Power Up and Girls 1 Rate who are all working to make the music industry more diverse and inclusive.

In this conference the voices of our members are centre stage. We will discuss key issues and work with leading voices in the industry to build allyship and solidarity, create policy, campaigns, a refreshed lobbying agenda and ultimately instigate real change.

A message from Linton Stephens – Chair of the MU's EDI Committee

EQUALITY. EQUITY. DIVERSITY. INCLUSION.

Words that, in practise are the foundations for cohesive and fair working culture. The golden thread that should run through and be a consideration for how any organisation operates. In this year's Conference we focus on putting theories and plans into action. It's about long-term goals and accountability for achievement.

So, get involved in whatever way you can. Join a network. Attend meetings. Nominate yourself for a committee. Respond to member consultations. These are the best ways to make sure yours and the voices of people like you are heard. It's the only way for the MU to represent you, your community and the issues you may face now or in the future.

More than ever this year we're seeing the importance of unions, the work that they do and the role they play in preventing workers like us being taken for granted. The Musicians' Union IS its members and there is so much power in our collective voice. Be a part of this amazing community and the change and drive for a better industry.

Contributors

Please note that the biographies below may have been edited to fit the format of this programme and have been listed in the order they were received.

Linton Stephens

British/Jamaican musician Linton Stephens (He/Him) originally hails from the Wirral and took up bassoon at 16. He went on to study as both a junior and undergrad at the Royal Northern College of Music, and later as a prestigious Ogglesby scholar for his post graduate studies from which he graduated with distinction. After a short hiatus he continued his studies at the Hochschule für Musik, Liszt Akademie in Weimar, Germany.

As a freelancer Linton regularly plays with many of the UK's leading professional orchestras including The BBC Philharmonic, The Royal Liverpool Philharmonic, The Hallé Orchestra, English National Opera, English National Ballet, Opera North, Manchester Camerata and Aurora Orchestra. He currently holds a bassoon chair with Chineke! Orchestra where he plays both orchestral and chamber works by mainstream and under-represented composers.

A facet of his career that he particularly enjoys is broadcasting. He regularly presents orchestral concerts for BBC Radio 3 and has fronted the show Sounds Connected and Music Matters. He is the presenter for Radio 3's Classical Fix show and has appeared on Scala Radio also and presented for BBC television documentaries.

A passionate advocate for equality, Linton has served on the Musicians' Union equalities committee for over 5 years and, since 2020 was elected chair of the Committee. He also works as a consultant within the arts and further afield on the subjects of diversity and inclusion. Clients have included BBC Philharmonic/NOW/Scottish/Symphony, the CBSO, Ulster Orchestra, Association of British Orchestras and NBC film studios. He is on the change committee for the global music publisher Hal Leonard. Linton also holds the position of Artistic Associate with The Multi-Story Orchestra. An organisation whose vision of inclusivity and artistic collaboration he strongly believes in.

He is an Artist in Residence with Ark Schools with whom he teaches and coaches young musicians. He's also given workshops for students at the Royal Northern College of Music and for bassoonists of the National Youth Orchestra of Great Britain. In 2021 Linton joined the board of governors for Chetham's School of Music and the Orion Orchestra.

Lynn Henderson

Lynn is a member of the MU EDI committee and has previously been on the TUC Women's committee. She focuses her work on championing representation in choices around performers and programming. Lynn is always looking for new ways, big and small, to grow our industry into something we can be proud of.

"It's important to get young professional musicians engaged with union activity and to make them aware of the vital work the MU does to champion them and make change on a large scale."

@lynnhenderhorn

Thursa Sanderson

Thursa's day job, as Chief Exec of Drake Music Scotland, involves supporting disabled artists to develop their careers and find their feet in the music and arts sector. As supporters of the Disabled Artist Network, Drake work with artists towards a more diverse workforce and with partners organisations on developing more inclusive opportunities.

"I believe in community. To find allies and remove barriers for artists in achieving their ambitions and moving into the mainstream."

<http://www.drakemusicscotland.org>

Fiona Branson

I'm a disabled actor-musician with over forty years' experience performing in bands, as a solo artiste, and in music theatre / TV. I have a micro-record label with music on release online.

"I have worked with elderly people since I was young, and believe that older people deserve our consideration and attention, as my experience teaches me they/we are often mothballed or silenced."

[fiona branson /facebook](#)

Isobel Anderson

Between her 20+ years making, performing and producing music, a PhD in Sonic Arts and a passion for creating supportive music tech education spaces for women, Isobel's career embraces a sense of independence and experimentation. Her four solo albums have amassed over 25 million Spotify streams, her sound works have been performed on international stages and she has published in journals, such as Organised Sound and The Journal of Sonic Studies. Threaded throughout her work is a fascination with how we make sense of ourselves, the world around us and the process of creative exploration itself.

Isobel is proud to produce and host the critically acclaimed feminist music tech podcast, Girls Twiddling Knobs.

"I'm always learning, making mistakes and finding inspiration in the world around me and other people. The MU is one of the most important music organisations in the UK and the discussion around gender and music is ever evolving and still needed."

www.femalediymusician.com

Ammo Talwar MBE

Music entrepreneur Ammo Talwar started life selling vinyl at his specialist record shop, which became a local hub for DJs and artists. His leadership and vision built the company into an award-winning music agency; working internationally and in partnership with leading private and public sector companies to support music and innovation. He received an MBE for contributions to music.

A recipient of the International Cultural leadership award, Ammo's professional acumen is in demand by organisations facing both new business opportunities and challenges.

Currently Chairman of UK Music Diversity Taskforce, he recently helped shape and lead on the innovative 10 Point Plan to rebalance the UK diversity deficit - a major music industry intervention to drive change, with accountability, metrics and audit. He is also a BPI Council Board member and NED for Sound City UK.

"It's about equity and moving the dial. We all have a role in the modern-day workforce EDI agenda."

@punchrecords

Natasha Hendry

Natasha Hendry (she/her) is currently a PhD psychology student at the University of West London with joint supervision from the London College of Music. Her research interests lay in Music Psychology, specifically in relation to Education, Performance and Wellbeing. Her current projects are based around mental health, wellbeing and the Arts and social justice in music education and industry for marginalised people-groups.

Before working in academia Natasha worked as pro-session singer, predominantly in the pop music industry, providing backing vocals for recorded and live work. She was also the live front vocalist for dance legend 'Chicane' and toured all over the world with them for a period of 10 years. Natasha still performs regularly on the corporate/events music scene and vocal coaches pro, semi-pro and amateur singers via her private vocal practice and group-singing workshops (www.iwant2sing.co.uk).

Her current research is based around a project entitled, A Re-imagined Music Curriculum: Formulating a Framework for a more Inclusive, Diverse and Equitable Music Education for Black Pupils in the UK.

"It is important for me to share my work on equity, diversity and inclusion in music education, as I believe the work has to start here if the goal is to do better in this area in the music industry. Primarily I want to draw attention to the negative psychological impact that a lack of EDI in music education has on marginalised music students and ultimately the future music workforce."

@_the_music_psychologist

Andi Hopgood

Andi is a vocalist and saxophonist with twenty years' experience in the music industry. She currently works as a performer, choir leader and community musician. She has been an MU member since the age of 16 and is currently in her second term as vice chair of the Union's Executive Committee.

"When It comes to mental health I really believe the more we talk about it, the more we can help one another. I'm very open about my own issues of living with a mental health condition and life in sobriety. These issues will affect most of us at some point in our lives and I often find by sharing my experiences it can help others to talk about their own issues. There is support out there and directing people to where they can get help is vital, not just from a well-being perspective, it can actually save careers and ultimately lives."

@andihoppy

Roger Wilson

Roger Wilson is co-founder of Black Lives in Music, an initiative dedicated to addressing better representation throughout the music industry. His experience is on both sides of the stage as musician, educator, tour manager and administrator. Conservatoire trained, he has worked extensively in the commercial, jazz and classical sector with a wide range of artists including James Brown and Quincey Jones.

As an instrumental teacher and lecturer, Roger has worked throughout the UK music education sector at all levels. In recent years his work has focused on the professional development of aspiring young musicians. He is and continues to be a champion of social justice.

“It's incumbent on the Musicians' Union community as individuals and as a collective entity to understand and address the issues of equality and equity for everyone, and for the benefit of a better society for us all to live in.”

www.blim.org.uk

Christine Osazuwa

Chief Strategy Officer at ticketing & event marketing company, Shoobs; Founder of music, tech & data conference & hackathon, Measure of Music; and UK Director of women, gender minority and allies community, shesaid.so.

“In everything I do, I try as much as I can to give back to others.”

“For some reason, we still have to talk about gender equality in the music industry. The day this isn't an important topic is going to be a really exciting day.”

<http://shesaid.so>

Suzanne Bull MBE

Suzanne is founder of Attitude is Everything and co-leads the organisation with Managing Director Celia Makin-Bell. Together they provide strategic direction and leadership in accordance with the organisation's Vision and Mission.

Her role is to be responsible for advocacy, representation, relationship building, profile-raising, and strategic fundraising, alongside maintaining Attitude is Everything's position and influence within the cultural sector, and beyond.

Suzanne describes herself as a 'professional gig-goer' having watching bands from aged 13. She is also a disabled person and from 2020, has lived with a cancer diagnosis, so Suzanne has both a personal and professional interest in improving access to music and live events.

Over her career, she received many accolades, including an MBE in the Queen's Birthday Honours list for services to music, arts and disabled people, an 'Access All Areas Editor's Award' at the Event Production Awards, and Music Week's Women in Music 'Campaigner of the Year' Award, plus conferred an Honorary Fellowship from Falmouth University.

Suzanne was also listed in She Said So's 'Alternative Power 100 List', enrolled in Music Week's Women In Music Awards 'Roll Of Honour' and 'Power 100' – the 100 most influential disabled people in the UK in 2015, 2016, 2017, 2019 and 2020. From February 2017 to

February 2020, she was appointed as one of the Minister for Disabled People, Work and Health's Disability Sector Champions, who helped to tackle the issues disabled people face as consumers.

"Because performance / recording includes disabled artists and I want everyone to know that Attitude is Everything provides support to these artists through our Next Stage programme."

www.attitudeiseverything.org.uk

Cecilia De Maria

Freelance harpist, Sony recording artist and full-time mother.

"Having wanted children since I can remember, the reality of continuing my busy performing and teaching career once I found out I was pregnant was overwhelming. I experienced pregnancy discrimination and am constantly discovering new complications of being a freelance musician whilst bringing up a baby. The more we talk about it, the more I feel solutions can be found, supporting parents through a difficult but also wonderful time of their lives!"

www.cecilia-demaria.com

Sital Panesar

Psychotherapist and Founder of MusicaTherapy.

Sital is committed to breaking down stigma and accessibility barriers for musicians and creatives of colour wanting to seek mental health support and services.

"The Conference is a great opportunity to share the work I do with people who might actually need my services. It's also really important to speak about mental health and its intersections with race and music in order to break stigmas around these topics."

www.musicatherapy.com

Yaw Owusu

Yaw Owusu is a Liverpool-based creative consultant. He builds projects that integrate music, culture and content production that deliver long-term impact for creatives, brands, organisations and communities. He believes that the empowerment and platforming of under-represented voices, cultures and stories strengthens and bolsters the art, media and culture we consume.

Yaw has worked with the likes of MTV, BET, MOBO, BBC, Universal Records, Levi's, Liverpool Football Club, Google, The Fader and more. He has helped launch the careers of multiple artists and has produced several radio, television and documentary projects.

Currently, Yaw is creatively directing the programmes for POWER UP, Liverpool International Music Festival (LIMF), LIMF Academy, ON RECORD Festival and the inaugural Liverpool Against Racism festival for the Mayor of Liverpool's office.

Yaw also serves as a board member for the Liverpool City Region Music Board and Black Music Action Group and leading music talent and digital sector development organisation, Generator NE.

“Dialogue in safe spaces is the best way to get the ball rolling for change.”

[instagram.com/byyawowusu](https://www.instagram.com/byyawowusu)

Tristan Hunt

Tristan is a certified Transformational Coach with specialist ADHD training and over 20 years of music business experience. He coaches music artists and music industry professionals who have ADHD.

Tristan was involved at AFEM, the not-for-profit trade body of the electronic music industry, for almost ten years. He is part of Sony Music UK's in-house Coaching Pool and was one of 50 music industry professionals selected to be a mentor by Help Musicians UK for the Ivor Novello Academy's Mentoring Bank Pilot Programme in 2020. Tristan is a visiting speaker at Berklee College, Valencia, where he talks on mental Health in the music industry. Tristan is an advisor for Brighton Music Conference and has served on multiple music industry boards including LIVE UK, LIVE Green, AFEM's Executive Board, and Help Musicians UK Creative Advisory Board.

Tristan has spoken on mental health and neurodiversity in the music industry at over 20 music conferences worldwide including the Amsterdam Dance Event, Parise Electronic Week, and Most Wanted Music, Berlin. His mental health work has been featured in numerous publications including DJ Mag, Mixmag, Billboard and the BBC. He is a qualified mental health first aider.

“I thrive off helping people thrive.”

“The topic of neurodiversity needs to be taken more seriously by the music industry. The MU Members Conference feels like a great opportunity to address this issue and so help advance the interests of our neurodiverse colleagues.”

www.tristanhunt.co.uk

Andrew Lansley

Double bassist in Thrill Collins, Innovation Manager for Cheltenham Festivals, Facilitator of the Cheltenham Culture Board and Senior Academic at the University of Gloucestershire.

“I think everyone should have access to music and I will spend the rest of my life trying to improve this for others. I have no idea why I feel like this, I just do.”

Andrew adds: “In the nicest possible way, I hate being touched, please don't touch me.”

[@andrewlansley](https://www.instagram.com/andrewlansley)

Millicent Stephenson

Millicent is a multi-award-winning saxophonist with features on TV, radio, journals and books. She gives guidance on building a music career through her podcast 'Success Beyond The Score'; her online training courses, and her women in music project 'Time For My Music'.

Millicent is an Executive Committee member of the Musicians' Union. She is also an endorser of Harry Hartmann Fiberreeds. Plus Millicent's post 'The Journey of a Menopausal Musician' can be read on the MU website.

"The impact of menopause is becoming more recognised, yet very little is said about how it affects the work of musicians. This session is necessary for creating a voice for musicians and identify the changes needed in the industry."

www.millicentstephenson.com

Nadia Khan

Nadia is a manager, music consultant and Chair of AIM, building her music consultancy (CTRL Music) business over 20 years, and music management for over 18 years managing long term client Lethal Bizzle. As a music entrepreneur she is focused on building sustainable income streams and strategising effective business models for independent artists and is a pioneer in traditionally male-dominated areas of the industry.

Nadia has led multiple campaigns to Top 10 & Top 20 success independently and her own label imprint CTRL Records is focused on spotlighting and supporting women & non-binary talent.

As the Founder of Women in CTRL, Nadia is a passionate champion for diversity, equity and inclusion, and her work in promoting gender parity and representation has been widely recognised, not least through her induction into Music Week's Women in Music Awards Roll of Honour list in 2018 and more recently winning the Outstanding Contribution award in 2021. Nadia's research and data reports have helped to action real change across the industry for both musicians and executives, highlighting barriers for women in music and working with organisations to find long-term solutions.

"I help to break down barriers to accelerate your career!"

"It's important to collaborate and discuss issues amongst other respected thought leaders in the industry who hold the power to affect change."

www.womeninctrl.com

Mayor Tracy Brabin

British Labour and Co-operative politician who was elected as the first Mayor of West Yorkshire, and the first ever woman Metro Mayor in England, in May 2021. During her campaign, Tracy pledged to create 1,000 skilled jobs for young people, lead a 'Creative New Deal' for the region, bring buses back under public control, tackle the climate emergency and build 5,000 affordable and sustainable homes.

As Mayor, Tracy also inherits the roles and responsibilities of the former Police and Crime Commissioner. Prior to her election as Mayor, Tracy was the Member of Parliament for

Batley and Spen from 2016 until 2021. As MP, she held appointments as Shadow Early Years Minister, Shadow Secretary of State for Digital, Culture, Media and Sport, and Shadow Minister for Cultural Industries. Born in Batley, Tracy was an actor and screenwriter prior to entering politics, appearing in several British soap operas and writing for several television series.

@TracyBrabin

Eric Mtungwazi

Chief Executive of Music Support, a leading mental health and addiction charity for music industry workers.

"I have a keen interest in Jungian psychology."

"A wise colleague once said to me, 'People don't care what you think, until they think that you care.' Presence is one way of showing it. Music Support cares about MU members."

www.musicsupport.org

Joe Hastings

Joe is the Head of Music Minds Matter at Help Musicians. He was instrumental in the development of the service, which has offered mental health support to thousands of musicians over the past four years.

He is now leading on ambitious plans for the growth of Music Minds Matter at the heart of a vision for an industry in which mental health is valued as an enduring principle, where everyone working in the sector feels supported and able to develop and maintain positive mental health.

"To ensure that everybody who needs to know about our services knows what is available and how best to access them."

"I am also a musician."

<https://www.helpmusicians.org.uk/get-support/mental-health>

Francine Gorman

Project Manager of the Keychange gender representation initiative, and director of Bad Rituals music consultancy

"The MU has been a great supporter of the Keychange initiative since its very early days and continues to be a fantastic collaborator and sponsor in 2022. The work that the MU is undertaking regarding diversity, equality and inclusion in its membership and activities, resonates strongly with the work that we're doing with Keychange, so I'm looking forward to sharing ideas, feedback and best practices around the subject of gender representation throughout this Conference."

keychange.eu

Kelli-Leigh

Artist and songwriter. Her voice has been streamed over 500 times. Sang 3 X UK Top 10 singles, 2 X Number 1s, and sang 1 Grammy nominated record. An independent artist running her own two labels. Kelli-Leigh is a board member of the FAC and fights for equality in the music industry for women and diversity.

"I am a songwriter with 70 published cuts so far and a former session artist, having sung backing vocals for Adele, Leona Lewis & Jessie J."

"Important to create awareness of session recording for vocalists especially in the dance music scene. I have a unique scope of coming from session world into artists world, running my own label and being a songwriter."

www.kelli-leigh.com

Virginia Tandy

Virginia is the director of CADA the Creative Ageing Development Agency, working across England to champion the contribution of older people to the cultural life of the country.

"I chair a creative music charity called Brighter Sound that works with children and young people."

"We are adjusting to becoming an ageing society and we need to talk about ageism and how it impacts on older artists of all disciplines and how it impacts on older people in general."

<https://cadaengland.org>

Charisse Beaumont

Charisse Beaumont is chief executive at Black Lives in Music, an organisation that is achieving equality for Black musicians and professionals in the music industry through research and advocacy and are at the vanguard of the effort to combat racism, uniting organisations and musicians to create a truly inclusive and diverse music industry.

Last year, Black Lives in Music commissioned a survey on the personal experience of Black music creators and industry professionals. The survey engaged with nearly 2,000 respondents. The ground-breaking report, 'Being Black in the UK music industry', achieved over 3,000 downloads in just one week and a subsequent media campaign reached 788.9 million. It produced key information and an insight into the experience of the Black music creators and professionals in today's music industry.

Charisse brings more than 18 years of experience in brand creation and delivering market innovation. A former Director of Preacher Boy Entertainment, an independent award-winning artist management and record company, Charisse has worked with corporate businesses, media organisations, artists and charities, providing first-hand extensive advisory and consulting services to artists, managers, labels and students to develop and manage their career in entertainment. Charisse has a strong knowledge of the UK's music industry and has worked closely with award-winning and Grammy-nominated music artists across the UK and US from the beginning of their career. She serves on the board of Help Musicians and sits on the advisory committee at War Child UK.

“I’m passionate about people. It is important that we get musicians in the industry to co design the anti-racism code of conduct. Their input is vital.”

www.blim.org.uk

Olga FitzRoy

Olga is an award-winning recording engineer and campaigner for self-employed parents’ rights. She is the founder of ‘Parental Pay Equality’ and led the work on a judicial review against the Chancellor for the charity Pregnant Then Screwed. In 2019 she won the Music Week Campaigner of the Year award and stood for parliament in Croydon South.

Olga is passionate about employment rights for freelancers.

“The MU represents people like me and is one of the few organisations to truly understand the precariousness of freelance life, the barriers this creates, and with the will and resources to do something about it.”

www.olgafitzroy.com

Antonia Lines

Antonia is the Diversity Projects Manager at development organisation Come Play With Me CIC (CPWM) as well as the Club Secretary and player at Stonewall FC.

“I design and deliver LGBTQ+ inclusion workshops for a range of clients across the music industry and in other corporate settings.”

www.cpwm.co

Conference acknowledgments

Video and photography: Northern Cowboy Films

Staging: Modular Exhibition Stands Ltd

Captioners: Natasha Charles and Luke Grant

Event organisers: John Shortell, Rose Delcour-Min, Jane Austin, Keith Ames

Reception sponsorship: Morrish Solicitors



MU member networks

As a member-led organisation, the MU often asks for members' opinions on a whole range of topics to ensure that our work represents your views. Our equality networks are an important part of this process.

We have four major equality network groups and a Young Member Network:

- A Network for Members who experience racism - this group is open to members from Black, Asian and minority ethnic backgrounds.
- An LGBT+ Members' Network which is open to members who identify as part of the LGBT+ community.
- A Women Members Network which is open to all female members
- A Disabled Members' Network for those who identify as a D/deaf and disabled people.
- A Young Members Network

Network members receive regular updates on our equalities work via newsletters, as well as the opportunity to contribute to MU consultation responses and take part in surveys. As a network member there is no obligation for you to respond to emails, although the more you contribute, the more the MU can reflect members' views. Please visit the MU website to find out more: theMU.org



Member networks

Video and photography

Unless attendees have notified the organisers in advance, they consent to being photographed, filmed and or recorded, by or on behalf of the MU, for the purposes of allowing the MU Members' Conference to be recorded by these means. Attendees also consent to the MU making full use of the photographs, films and/or recordings in all media without any liability or payment, including permitting others to do the same. Attendees have the right to withdraw this consent at any point by writing to conference@theMU.org and asking to be anonymised from the versions the MU retain.

Please note, it may not be practicable to anonymise you from photographs, films or recordings. With regards to the consent provided for photographs, films and/or recordings, attendees agree to not assert any moral (or similar) rights and give all necessary consents under the Copyright Designs and Patents Act 1988 (as amended) and all other applicable legislation in respect of the photographs, film and or recordings.



Musicians'
Union
mu

THIS IS A SPACE FOR EVERYONE

The Musicians' Union is working to improve the culture of the music industry and make it safer for musicians and fans.

Report inappropriate behaviour in confidence to:
safespace@theMU.org

[#fortheloveofmusic](#)
find out more at theMU.org/safespace