

Women in the U.S. Music Industry

This report presents the results from a survey designed to examine the socioeconomic landscape of women working in the music industry across the United States. The survey was designed to build upon existing research on inclusion in the music industry and asked questions about demographics, employment, career challenges, and job satisfaction among women. Nearly 2,000 women of all ages, races, and ethnicities from across the U.S. responded to the survey. Responses came from all areas of the music industry, from performance to production, artist development to business development, education to event management, and songwriting to music journalism. **A better understanding of these workplace realities—both what is working for women and what isn't—will help music industry professionals and their advocates work toward a more inclusive industry.**

This research was sponsored by the Berklee Institute for Creative Entrepreneurship, in partnership with Women in Music and Berklee's Office of Institutional Research and Assessment. The survey was based on an earlier survey designed and administered by Women in Music Canada.

SPONSORED BY



Berklee
Institute for Creative Entrepreneurship

1
Women experience a number of **challenges** in the workplace.

Gender Bias

The majority of women had experienced gender bias in the music industry.

Race and Ethnicity

Women of color felt less supported in the workplace than non-Hispanic white women.

Compensation

Fifty-seven percent of women said compensation practices had a negative impact on their careers.

Work/Life Impact

Women considered the effect on their careers when deciding whether to have children.

Career Advancement

Nearly half of respondents felt they should be further ahead in their careers.

2
Still, a majority of women report **satisfaction** with their work.

Overall Satisfaction

Seventy-two percent of women who are currently working are extremely or somewhat satisfied with their primary job.

Comfort

Over three-quarters of women felt comfortable in their work environment.

Support

Sixty-four percent of respondents felt supported in their work environment.

3
Women shared strategies to **overcome barriers and improve inclusion** in the music industry.

Intentional Diversity

Focusing on increasing diversity through providing equal opportunity was the most common recommendation from women about how to improve inclusion in the music industry.

Mentoring

Ninety-two percent of mentored women felt mentoring had contributed to their careers.

Internships

Seventy-nine percent of women who had a music-related internship said that their internship had contributed to their careers.

Networking

Fifty-four percent of women reported that access to networking opportunities had a positive impact on their careers.



Gender Bias

Just over half of women felt their gender had affected their music industry employment.

Self-employed/freelancers reported the most gender bias.

84%

had been treated differently due to their gender.

68%

said gender affected their employment.



Race and Ethnicity

Over 20 percent of respondents identified as a race or ethnicity other than non-Hispanic white. Women of color were more likely to feel they should be further ahead in their careers. They were less likely to be satisfied with their primary occupation. Women of color were more likely to be in entry-level positions, while white women were more likely to be in senior positions. Fifty percent of women of color earned less than \$40,000, compared to 41 percent of white women.



Compensation

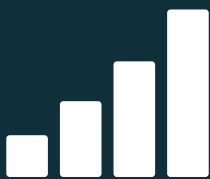
Compensation practices were considered to have the single most negative effect on women's careers. Interestingly, 48 percent of women reporting to men earned at least \$60,000 annually, compared to 37 percent of those reporting to women.



Work/Life Impact

Over half of respondents reported working more than one job and 25 percent held three or more jobs. Respondents from higher income ranges were more likely to have children under 18 years old than women in lower income ranges.

61% of women said that their careers were a factor in their decision to have or raise children.



Career Advancement

Nearly half of respondents felt they should be further ahead in their careers. This was the most common self-assessment across job levels, with even 41 percent of executive women reporting that they should be further ahead in their careers. Almost half of the women earning over \$100,000 annually felt that they were where they should be in their careers.



Overall Satisfaction

Considering the challenges, women still reported high levels of satisfaction with their primary jobs. While satisfaction increased with income level, a majority of women at all income levels expressed satisfaction with their primary job, ranging from 65 percent for women at the lowest income levels to 86 percent at the highest income levels.



Comfort

Seventy-seven percent of women felt comfortable in their work environment. Older women felt more comfort in the workplace than younger women. More white women were comfortable in their workplace (79 percent) than women of color (72 percent).

Feel Comfort in the Workplace

Age Range



Support

Almost two-thirds of women felt supported in their work environment. Women between 18 and 24 felt most supported in their workplace and women in their forties felt least supported. White women felt more supported than women of color, at 66 percent and 58 percent, respectively.

Feel Support in the Workplace

Age Range



Intentional Diversity

Over a thousand women provided their recommendations for making the music industry more inclusive. The most common recommendation was an intentional focus on increasing diversity across the industry through equal opportunity. Many comments simply recommended hiring qualified women. Advocacy and female leadership were also mentioned frequently.



Mentoring

Mentored women were more likely to feel they were where they should be in their careers and expressed greater satisfaction with their jobs.

61% of respondents had a mentor at some point.

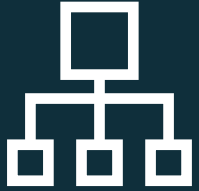
60% of mentored women earned over \$40,000 per year, 8 percentage points higher than those without mentors.



Internships

Internships also had a positive effect on women's careers. Most women felt their internship had contributed to their careers. Women who participated in internships were noticeably younger than those who did not.

54% of women indicated that they had held a music-related internship.



Networking

Networking opportunities were the sole workplace practice rated positively by the majority of women. The importance of networking was also a theme in women's comments.

19% of comments mentioned networking as having a positive effect on women's careers.

“We need to keep these issues out, front and center...Surveys like this and continuing work in this area is very important.”

-Freelance music educator/performer

SPONSORED BY

Berklee Institute for Creative Entrepreneurship

Berklee's Institute for Creative Entrepreneurship, an initiative within Berklee College of Music, is designed to inspire, educate, and launch the next generation of creative entrepreneurs. The Berklee Institute for Creative Entrepreneurship helps prepare graduates for careers as entrepreneurs; fosters the creation of new products, services, and businesses in the creative industry; and inspires disruptive ideas through musical creativity and cross-disciplinary collaboration.

Learn more at berklee.edu/ice

RESEARCH PARTNERS

Berklee Office of Institutional Research and Assessment

Berklee's Office of Institutional Research and Assessment provides research and assessment for data-driven decision making, policy development, and strategic planning related to the performing arts.

Learn more at berklee.edu/institutional-research-assessment

Women in Music

Established in 1985, Women in Music is the industry's leading non-profit addressing gender inequality. Fueled by over 100 volunteers and comprising more than twelve chapters, Women in Music serves thousands of women worldwide to educate, empower, and inspire. Women in Music believes that the conversation around equality is an inclusive discussion where all voices are welcome. Our members are women at all stages in their careers – from students to seasoned industry veterans – and men who support equality. We are record label executives, artist managers, songwriters, musicians, attorneys, recording engineers, agents, publicists, studio owners, music publishers, online and traditional marketers, and more.

Learn more at womeninmusic.org

For more information about the survey, please contact wimsurvey@berklee.edu
For press inquiries, please contact tdonahue@berklee.edu

**WOMEN
IN
MUSIC**