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live Live music
Industry
Venues and
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# BEYOND THE BINARY

## AUGUST 2025

# LANGUAGE & TERMINOLOGY

**LGBTQ+**
Lesbian, Gay, Bi, Trans, Queer, +

**TRANSITIONING**
The steps a trans person may take to live in the gender with which they identify. Each person's transition will involve different things.

For some this involves medical intervention, such as hormone therapy and surgeries, but not all trans people want or are able to have this.

**NON BINARY**
An umbrella term for people whose gender identity doesn't sit comfortably with 'man' or 'woman'.

Non-binary identities are varied and can include people who identify with some aspects of binary identities, while others reject them entirely.

**CISGENDER**
Someone whose gender identity is the same as the sex they were assigned at birth. Non-trans is also used by some people.

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# LANGUAGE & TERMINOLOGY

**PRONOUNS**
Words we use in everyday language to refer to ourselves or others, 'she', 'he', 'they' being the most popular

**QUEER**
A term used by those wanting to reject specific labels of romantic orientation, sexual orientation and/or gender identity.

**GENDERQUEER**
A person who does not subscribe to conventional gender distinctions but identifies with neither, both, or a combination of male and female genders.

**INTERSEX**
A term used to describe a person who may have the biological attributes of both sexes or whose biological attributes do not fit with societal assumptions about what constitutes male or female.

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# LANGUAGE & TERMINOLOGY

## GENDER IDENTITY

A person's innate sense of their own gender, whether male, female or something else.
This may or may not correspond to the sex assigned at birth.

## SEXUAL / ROMANTIC ORIENTATION

Terms describing a person's attraction to other people.

## GENDER EXPRESSION

How a person chooses to outwardly express their gender, within the context of society's expectations.

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# BINARIES

## BINARY IDENTITIES

**Gender i**s a social construct that assigns you to one of two genders (male/female) based on perceived sex assigned at birth.

**Gender Binaries** are re-enforced by society: jobs, interests, music taste, food, uniforms, sports kits, etc

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# IDENTITY

## RESPECTING PRONOUNS & IDENTITY

The pronouns you use are a fundamental way to acknowledge and respect peoples identity.

If you're not sure on someone's pronouns, you can ask, or listen out for how other people refer to them.

Got it wrong? apologise, correct yourself and move on!

Introduce yourself with your pronouns where you can, add it to your email signature or social media profiles

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# CURRENT LANDSCAPE

Currently, **24%** of the UK music industry is made up of people that identify as something other than 'straight'

*(UK music diversity report, 2024)*

**53% women** and **1.7% non binary people** currently work in the UK music industry.

*(Of those who identified as non-binary, the majority are working as apprentices or interns, with the number decreasing as the career level rises.)*

*(UK music diversity report, 2024)*

**15%** of Arts Council NPOs have LGBTQ+ people at a senior level

Of all Arts Council Englands supported music-based organisations, **6%** of their workforces identified as LGBTQ+

Theatre had the second highest percentage of LGBTQ+ workforce at **13%**, and Museums have the lowest LGBTQ+ workforce at **4%.**

*(Arts Council England)*

*Context:* **10%** *of the general population ID as LGBTQ+ -*
*(National Statistics)*

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# CURRENT LANDSCAPE

**Over 50%** of LGBTQ+ people have experienced depression, and **over 60%** have experienced anxiety in the last 12 months.

*(Mental Health Foundation)*

Media reporting: UK newspapers published over **6,000 articles** about trans people between 2018-2019. **90% of that reporting was negative** *(linked to crime, aggression, debate on existence etc)*

*(Mermaids)*

**Hate Crime** on the basis of sexual orientation has increased by 112% in the last 5 years

*(Gov.UK)*

With few exceptions, transgender participants' responses indicate the **highest levels** of discrimination, harassment and violence experienced across the EU.

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# WHY IS THIS IMPORTANT?

## IT'S IMPORTANT TO CREATE SPACES WHERE PEOPLE FEEL ABLE TO BE THEMSELVES

People are generally happier when they feel safe, in workplaces it gives people the freedom to express themselves in their work, be creative, foster authentic friendships and collaboration with colleagues.

For venues and festivals, this is particularly important:
- Freelance staff
- Short contracts
- On site / touring teams

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## WHAT CAN WE DO?

**Facilities:** Gender neutral / all gender options where possible, all the time, not just when a band / artist request it

**Share your spaces:** local LGBTQ+ groups may need low-cost space during the day or want to run events, ensure you have the opportunity to prioritise marginalised communities

**Line ups:** challenge promoters, create an inclusion policy for line-ups re: LGBTQ+ / PoC representation as a standard, or ensuring a % of promoters are from marginalised backgrounds

**Staff:** train and brief staff; bar, sound, tech, security etc all need an understanding of the values of your venue, think about things you can do to encourage more marginlised people into tech roles

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