

141GEP

Gender Equality Plan (GEP)

141 Records & 141 Crew



141 Records

1. Introduction

Purpose of the GEP: We as 141 Records set out our commitment to fostering an inclusive and equal workplace where all employees, irrespective of their gender, are given the opportunity to thrive. Our aim is to address any gender imbalances, eliminate discrimination and ensure that everyone has equal access to opportunities.

As an independent record label and artist representative we give a lot of importance that our message, work environment (collaborations) and the work itself promotes diversity, pushing creativity and meeting industry standards or legal requirements. When we focus on Gender Equality we extend this to include LGBTQ+ highlighting the importance of a broader scope of diversity in the workplace and creative spaces at Funky Monkey Studios and on location of every project.

Context & Commitment: The current status of gender equality within our Crew is fairly balanced and plan to reaffirm our commitment to improve this spaces to be more safe and welcoming for everyone. We emphasise that the record label is committed to supporting gender diversity and sexual orientation diversity, recognising that all are crucial to building a thriving, creative and inclusive environment.

Scope: The scope of creating this plan is to outline that this applies to all employees, contractors, artists, creatives and everyone that has to do with 141 Ecosystem.

2. Legal Framework and Organisational Context

Legal and Policy Background: Our record label operates under the legal framework set by the [GOVERNMENT OF MALTA ~ GENDER EQUALITY AND MAINSTREAMING STRATEGY AND ACTION PLAN 2022 - 2027].

Organisational Context: Currently, [40%] of 141 Crew identify as women, [60%] as men, and [0%] as non-binary or gender non-conforming. While we have made progress in some areas, such as [women and men percentages are very close to 50%], there are still challenges in others, such as [non-binary or gender non-conforming is not represented in 141 Ecosystem].

3. Objectives of the Gender Equality Plan

- Achieve gender parity in leadership roles by [2030year].
- Ensuring equal pay for equal work.
- Close the gender pay gap by [100%] by [2025year].
- Increase the number of women in all role levels of the record label & 141 Ecosystem.
- Achieving representation and equal opportunities for LGBTIQ+ individuals at all levels of the company.
- Increasing female and non-binary representation among signed artists.
- Promoting gender-sensitive communication and practices.
Ensuring inclusive and affirming policies for LGBTIQ+ employees, artists, and collaborators.
- Implement flexible working policies that support all genders.
- Supporting work-life balance policies that accommodate all genders.
Providing LGBTIQ+ specific support, such as resources for transitioning employees or artists.
Creating a visible culture of LGBTIQ+ allyship within the 141 Ecosystem.

4. Key Areas of Focus

a. Recruitment and Hiring

- Ensuring equal opportunity in recruitment and hiring practices.
- Make us of gender-neutral language in job descriptions.
- Encouraging applications from diverse gender backgrounds, with particular focus on underrepresented groups in the Music & Arts sector.
- Ensuring that job descriptions, recruitment materials, and policies are inclusive of LGBTQ+ identities.
- Make us of inclusive language that acknowledges all sexual orientations and gender identities. adding a statement encouraging applicants from diverse backgrounds, including LGBTQ+ individuals.
- We make sure to provide an option for candidates to self-identify their sexual orientation and gender identity in a safe, voluntary way during the hiring/ collaboration process. This helps to ensure diversity is recognised and tracked without being forced.

b. Equal Pay

- Conducting a pay audit to ensure pay equity across gender lines.
- Strategy for addressing any existing pay gaps and regularly review compensation structures.
- Include LGBTQ+ in the Pay Audit: Alongside gender, make sure your audit also addresses any potential pay gaps that may exist for LGBTQ+ employees or artists (e.g., disparities related to gender identity or sexual orientation).

c. Promotion and Career Development

- Establishing a transparent criteria for promotions and career progression.
- Ensuring equal access to training, mentoring, and development opportunities for all genders.
- Ensuring that LGBTQ+ employees, collaborators and artists have the same access to mentoring, promotion opportunities, and career development as anyone else.
- Offering mentorship programs specifically tailored for LGBTQ+ individuals if needed. This can be important in industries like local music industry, where LGBTQ+ representation may be less visible.

d. Workplace Culture and Environment

- Zero-tolerance policy for discrimination, harassment, and bias.
- Fostering a supportive, inclusive environment where all genders feel valued.
- **Zero-Tolerance Policy for Discrimination:** Ensuring the policy covers all forms of discrimination, including homophobia, transphobia, and any form of LGBTQ+ based harassment.
- Developing and enforcing the policy that includes specific protections for LGBTQ+ employees/collaborators, including gender identity and sexual orientation.
- Fostering an environment where LGBTQ+ employees and artists feel comfortable being themselves without fear of discrimination, and where gender identity and sexual orientation are respected.
- Providing gender-neutral bathrooms and spaces and inclusive dress codes that accommodate all employees, regardless of their gender identity or expression at our HQ in Funky Monkey Studios 24, Triq il-Mekkanika, Zone 2 Central Business District, L-Imrieħel, Malta CBD2090.

e. Artist Representation and Opportunities

- Evaluating gender diversity in our roster of signed artists and seek ways to promote underrepresented genders in the music industry while staying fair.
- Providing equal opportunities for female, non-binary, and trans artists, such as representation in live performances, songwriting credits, and production roles.
- Evaluating our current artist roster and ensure equal opportunities are available for LGBTQ+ artists.
- Encouraging diversity by providing visibility for LGBTQ+ artists in all aspects of your operations, including public events, live shows, and media campaigns.

f. Support for Transgender and Non-Binary Employees/Artists

- Making sure that 141 Records has clear policies for supporting transgender and non-binary employees and artists, including access to gender-affirming healthcare (if applicable) and transition support.
- Include a process for respecting the name and pronouns of transgender and non-binary individuals.

g. Work-Life Balance and Organisational Culture

- **Action:** Foster an inclusive work environment that supports work-life balance for all employees, particularly in relation to gender-specific needs (e.g., parental leave, flexible working hours).
- **Concrete Measure:** Introduce flexible working arrangements, such as remote work or flexible hours, and review policies related to parental leave.
- **Target:** Achieve a 20% increase in artist satisfaction related to work-life balance over the next 12 months.
- **Action:** Develop clear policies and procedures for addressing gender-based violence and harassment, ensuring that there is zero tolerance for such behaviours.
- **Concrete Measure:** Establish confidential reporting mechanisms and support systems for victims of sexual harassment or gender-based violence.
- **Target:** Reduce incidents of harassment and increase awareness of reporting procedures, with a 30% increase in reporting and follow-up actions within one year.
- Developing policies that support employees of all genders, such as flexible working hours, parental leave, and mental health resources with collaboration Solidarjetà [Maltese non-partisan trade union] & MEIA [[The Malta Entertainment Industry and Arts Association](#)].
- Offering resources and support for LGBTIQ+ employees, such as counselling or support groups for those coming out or dealing with any challenges they may face in the workplace.
- Creating LGBTIQ+ friendly family leave policies, for instance, by acknowledging diverse family structures and ensuring parental leave is available for all employees, including LGBTIQ+ employees who are parents through adoption, surrogacy, or other means.
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h. Gender Balance in Leadership and Decision-Making

- **Action:** Establish targets for gender representation in leadership roles and decision-making bodies within 141 Records.
- **Concrete Measure:** Set specific targets for female representation in senior leadership positions (e.g., 40% female representation in leadership within 2 years).
- **Target:** Increase female representation in leadership positions by 10% within the next two years.

i. Gender Equality in Recruitment and Career Progression

- **Action:** Revise recruitment and promotion policies to ensure they are free from gender bias and actively encourage diversity.
- **Concrete Measure:** Implement blind recruitment practices to minimise bias and ensure that gender equality is factored into career development and performance reviews.
- **Target:** Achieve a 50-50 gender balance in new hires over the next Year.

j. Integration of the Gender Dimension into Research and/or Teaching Content

- **Action:** Ensure that gender perspectives are integrated into the curriculum, research projects, and any teaching materials.
- **Concrete Measure:** Create guidelines for incorporating gender-sensitive content in research, teaching syllabi, and educational materials.
- **Target:** Implement gender-sensitive content in 100% of new courses or research programs within the next academic year.

k. Measures Against Gender-Based Violence Including Sexual Harassment

- **Action:** Develop clear policies and procedures for addressing gender-based violence and harassment, ensuring that there is zero tolerance for such behaviours.
- **Concrete Measure:** Establishing confidential reporting mechanisms and support systems for victims of sexual harassment or gender-based violence.
- **Target:** Reduce incidents of harassment and increase awareness of reporting procedures, with a 30% increase in reporting and follow-up actions within one year.

l. Training and Awareness

- Providing training on gender equality, unconscious bias, and harassment prevention for all employees.
- Offering ongoing education on how gender equality can improve creativity, productivity, and workplace morale with collaboration with MGRM. [[Malta LGBTIQ Rights Movement](#)]
- **LGBTIQ+ Sensitivity Training:** Offering training programs that specifically address LGBTIQ+ inclusion, which may include awareness of issues faced by LGBTIQ+ employees and artists, language use, pronouns, and how to be an ally with collaboration with MGRM.
- Host workshops or discussions led by LGBTIQ+ community members, allowing employees and artists to hear firsthand experiences with collaboration with YPB [Young Progressive Beings is a youth feminist organisation that seeks to mobilise youth on topics related to intersectional feminism, mainly reproductive healthcare, LGBTQIA+ rights, Gender-based violence and eco-feminism.]
- Make allyship a core value within our culture, encouraging employees/ collaborators & artists to actively support and stand up for LGBTIQ+ rights and equality.

5. Actions and Measures

Action Plan:

Objective	Action	Responsible Party	Timeline	Resources Required
Gender Parity in Leadership	Develop mentorship programs for women in leadership roles	HR Department	12 months	Budget for mentoring initiatives, leadership training resources
Equal Pay for Equal Work	Conduct a pay audit to identify disparities	Finance & HR	6 months	Access to payroll data, salary benchmarking tools
Increase Female Representation	Partner with universities to offer internships for women	Recruitment Team & A&R	Ongoing	Partnerships with universities, budget for internship stipends
Increase non-binary or gender non-conforming	Partner with MGRM to inform us of any individuals interested	Recruitment Team & A&R	Ongoing	Partnerships with NGO's, budget for internship stipends
Flexible Working Policies	Develop a gender-neutral flexible work policy	HR & Legal	3 months	Legal counsel, policy writing resources

- **Short-term actions:** conducting a gender pay audit, revising hiring practices.
- **Medium-term actions:** mentoring programs, artist diversity audits.
- **Long-term actions:** creating a diversity board, Developing LGBTQ+ resource groups or support networks, Creating visibility for LGBTQ+ events, Pride Month celebrations, or queer art initiatives. and implementing annual reviews of gender equality progress

6. Monitoring and Evaluation

- **Monitoring:** Regular progress updates, surveys, and feedback from 141 Crew.
- **Evaluation:** Annual or semi-annual reviews of gender equality metrics (e.g., gender pay gap, representation in leadership roles).
- **Performance Indicators:** Percentage of women in senior roles, pay disparity ratios, employee satisfaction surveys regarding gender equality, etc.
- Set up a system to monitor progress towards gender equality goals (e.g., regular gender audits, feedback surveys).
- Assign roles to responsible individuals within the organization to track implementation and report progress (e.g., HR, Diversity Officer, or a committee).
- Ensure transparency by publishing reports on gender equality progress both internally and externally.

- **Track LGBTQ+ Representation:** Monitor LGBTQ+ representation in both leadership positions and throughout the company, and establish targets or benchmarks for improvement.
- Include **LGBTQ+ Satisfaction Surveys:** Regularly survey LGBTQ+ employees and artists to understand their experiences and gather feedback on how inclusive the workplace truly is.
- Track complaints and resolutions of any LGBTQ+ related grievances or harassment and ensure transparency in handling these cases.

7. Additional Tips for LGBTQ+ Inclusivity:

- **Pronouns:** Encourage the use of pronouns in email signatures and introduce a clear process for changing gender information within your systems to support non-binary and transgender employees.
- **Visibility:** Celebrate LGBTQ+ Pride events within the company or in the community. Support LGBTQ+ artists and offer them visibility on your platforms.
- **Legal Protection:** Ensure that you stay compliant with any local, national, or international laws regarding LGBTQ+ rights, and be proactive in ensuring policies go beyond mere compliance to foster genuine inclusion.

Would you like to dive deeper into any of these sections or discuss any specific initiatives that you think could work best for your label?

8. Resources and Timeline

141 Records allocates dedicated resources, including funding, staff time, and training, to implement the GEP effectively. The plan will be implemented over a four year timeline, with progress reviewed every end of the year and reported to ensure accountability and transparency.

By implementing this Gender Equality Plan, 141 Crew is committed to creating a supportive and inclusive work environment that values diversity and empowers all individuals to excel and contribute to the record label's success and creates welcoming environment to all.

9. Roles and Responsibilities

- **Leadership Team:** Providing overall direction and endorsement for the plan.
- **HR Department:** Leading the implementation of specific actions, such as recruitment, pay audits, and training programs.
- **Diversity and Inclusion Team:** Ensuring that all actions align with the 141 Crew diversity and inclusion objectives.
- **All Employees:** Participating in training, provide feedback, and adhere to the policies outlined in the plan.

10. Communication and Awareness

We will ensure that all employees, collaborators and artists are aware of the Gender Equality Plan through workshops, internal newsletters, and dedicated sessions during team meetings. Additionally, the progress of the GEP will be publicly shared in our annual sustainability report.

11. Conclusion

By adopting this Gender Equality Plan, we reaffirm our commitment to fostering a diverse, inclusive and faire space for everyone. We recognise that achieving gender equality requires ongoing effort and we are dedicated to making continuous progress in this area.

12. Official Statement

- **Action:** This statement is signed by senior management and is holding accountable 141 Crew commitment to gender equality. Including affirmations of support for gender diversity, equal opportunity, and a zero-tolerance policy towards discrimination and harassment.