



# QUEER CAPITA

The State of the LGBTQ+  
Music Industry Professional

2024 Survey

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# About This **Survey**

Queer Capita is proud to announce its collaboration with Billboard and The Orchard as sponsors for our comprehensive survey on the state of LGBTQ+ professionals in the music industry. This survey explores key aspects of the LGBTQ+ experience, including the current sentiment of LGBTQ+ identity in the profession, workplace comfort levels, and prevalent industry concerns.

With nearly 300 submissions, all responses remained completely anonymous, ensuring participants' privacy. Dan Iammatteo, Co-President of Queer Capita, emphasized the significance of this initiative, stating,

*“Through this survey, our organization will quantify one of the most important and personal components in retaining amazing Queer professionals at music companies. Our aim is to then bring our findings to our partners, such as The Orchard, to collaborate on actionable steps music corporations can take to strengthen their relationships with their Queer employees and clients.”*

## About **Queer Capita**

Established in September 2021, Queer Capita is a 501(c)(3) non-profit organization dedicated to fostering diversity and inclusion, championing LGBTQ+ visibility and representation in the music industry. From collaborating with Luminate and Billboard on the groundbreaking 'Power of LGBTQ+ Music' report in 2022 to hosting its annual Pride events – which have showcased performances by emerging LGBTQ artists such as Dorian Electra, Zolita, Madison Rose, and more – Queer Capita has consistently underscored the significance of LGBTQ+ voices in the industry.

Beyond providing a platform for Queer music professionals and artists to showcase their talents, the non-profit actively supports initiatives that shape the future of the music industry while uplifting and empowering LGBTQ+ individuals. With branches in New York and Los Angeles boasting a membership of over 400 nationwide and affiliations with more than 40 leading music companies, Queer Capita remains at the forefront of promoting inclusivity and diversity in the music industry. Through professional development workshops, member events, and mentorship programs, Queer Capita aims to create a supportive environment where LGBTQ+ professionals can thrive. For more information, please visit [queercapita.com](https://queercapita.com).

# Foreword

When forming Queer Capita with Nico Machlitt, our goal was to build a community of LGBTQ+ music industry professionals. We collaborate with the Board of Directors to help organize a regular output of music industry networking events, workshops, and panels. So when the Board came together at the top of the year with an idea to publish a survey on LGBTQ+ professionals working in the industry, we got to work.

**We created a survey that polled nearly 300 LGBTQ+ music industry professionals on their:**

- General sentiment working in the industry today;
- Experience with bias or discrimination at work;
- Specific areas of concern while at work;
- Workplace resources they are or are not receiving;
- Ideas for improving the working environment in the industry.

While different companies in the industry provide resources for their employees, there is a baseline of inclusivity and opportunity that we at Queer Capita advocate for. By quantifying the attitudes and feelings around what this baseline looks like in daily life at work, we hope to utilize data as a tool to help keep the industry progressing on issues valued most by our community.

After publishing this survey's findings, our Board of Directors will work to create actionable next steps to continue building upon the resources we provide. We hope to expand our collective impact by continuing to partner with industry DEI leaders, organizers, and champions to produce events and programs that remain free and accessible to all LGBTQ+ professionals at every level.

As the community celebrates Pride, I want to acknowledge that this survey will not fix circumstances for those in our community who have experienced prejudice because of their sexual or gender identity. There are nuances and real-life experiences that a survey will not capture. That being said, we must continue to not only recognize the LGBTQ+ professional community in the music industry but also champion programs and initiatives that will help keep the industry progressing toward a more equitable place to work.

**Dan Iammatteo**

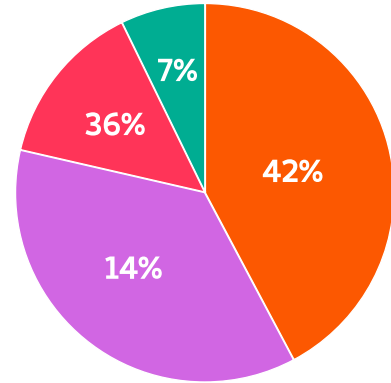
Co-President, Queer Capita

# Who Took This Survey?

There were nearly 300 respondents to this survey.

## How respondents self-identify (pronoun use)

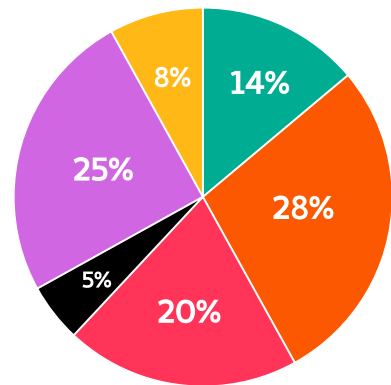
- He/Him/His
- She/Her/Hers
- They/Them/Theirs
- Other



(pronoun use)

## How respondents self-identify (sexual identity)

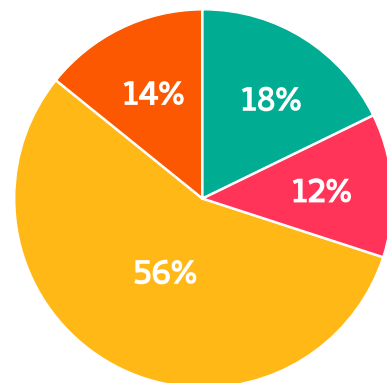
- Lesbian
- Gay
- Bisexual
- Trans
- Queer
- Not Listed



(sexual identity)

## Respondents Profession

- Artist
- Management
- Music Industry Professional
- Other

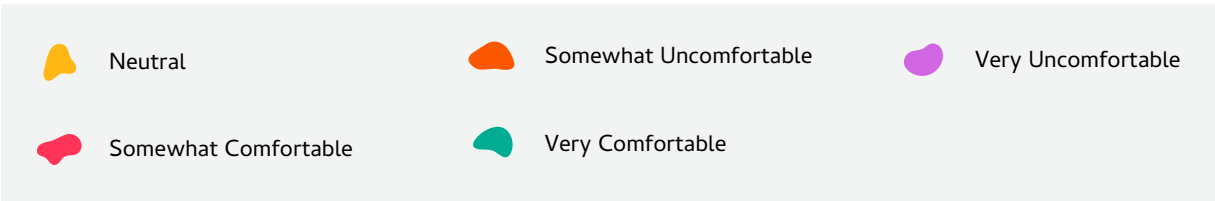
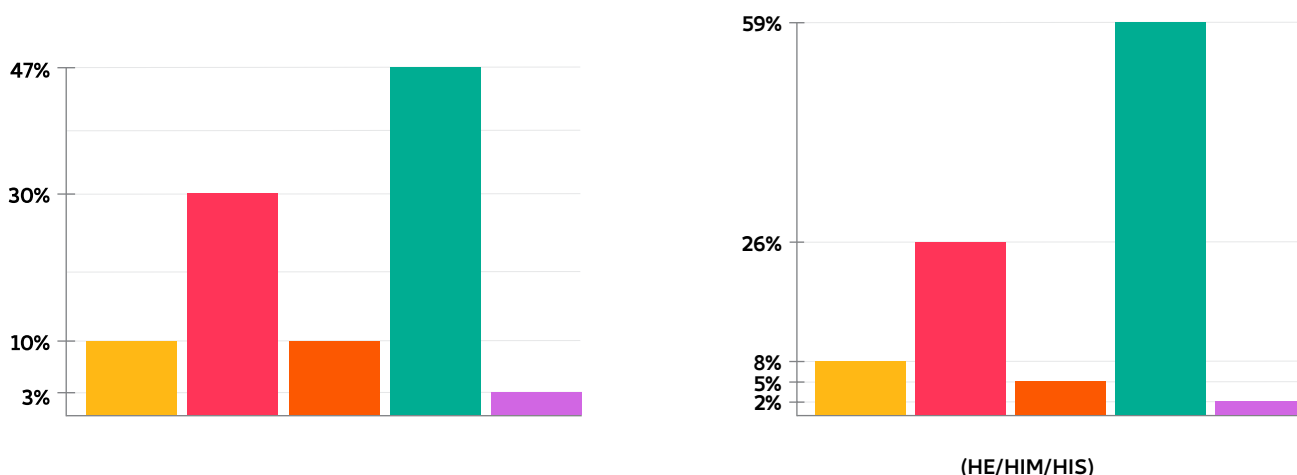


# LGBTQ+ Sentiment Towards the Music Industry

Most respondents (77%) feel comfortable being open about their sexuality in the workplace.

Respondents who exclusively use **He/Him/His** pronouns feel most comfortable being open about their sexuality at work, with 85% identifying as Somewhat Comfortable or Very Comfortable.

How comfortable are you with being open about your identity in the workplace?

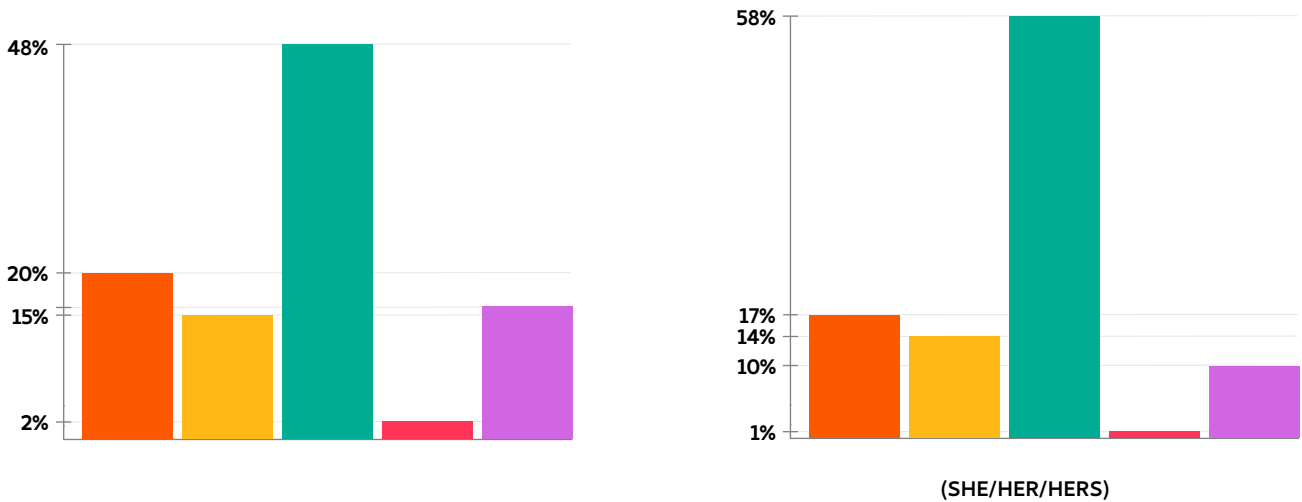


“...being an LGBTQ+ music industry professional is vital to me. I came out professionally because I wanted to be the change I envision for this industry and the world. There's strength in numbers, so the more of us in these spaces, the more power we occupy to implement lasting change and safety for future LGBTQ+ music industry professionals.”

- Anonymous LGBTQ+ Music Industry Professional

Nearly half (48%) of all respondents feel the music industry fosters a somewhat inclusive and supportive environment for LGBTQ professionals.

**To what extent do you think the music industry at large fosters an inclusive and supportive environment for LGBTQ+ professionals?**



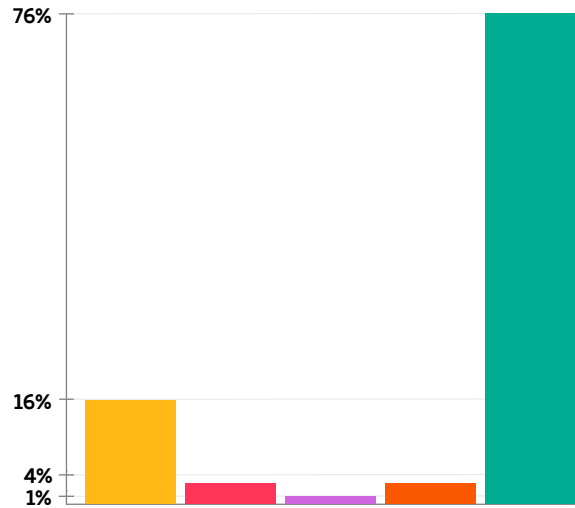
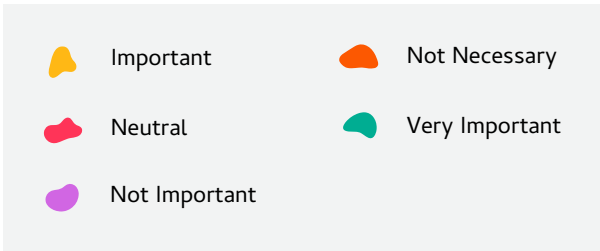
This perspective is most optimistic among those who exclusively use **She/Her/Hers** pronouns, and 58% of respondents feel the industry has a somewhat inclusive and supportive environment.

“ Diversity and inclusivity of people in positions of leadership and power allow for more variety and additional inclusivity of artists being signed, and range of music being consumed by our communities. So many A&Rs are straight men, and this potentially limits the experiences of other points of view. ”

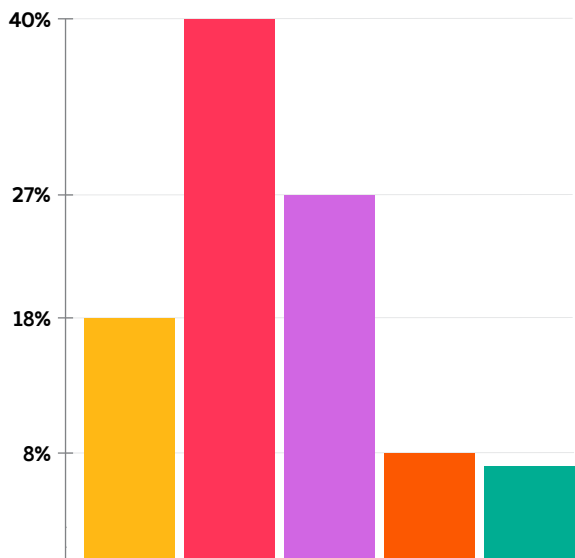
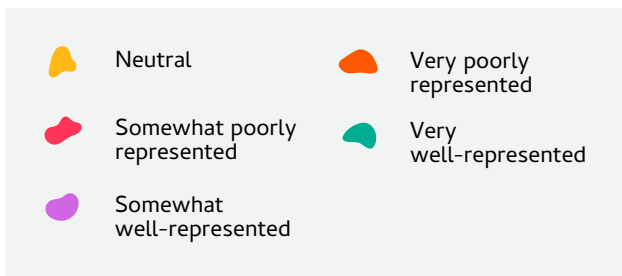
- Anonymous LGBTQ+ Music Industry Professional

On **representation**, an overwhelming **92%** of respondents believe that representation is important to promoting diversity and inclusion in the music industry.

**How important do you think it is for the music industry to promote diversity and inclusion, specifically regarding LGBTQ representation actively?**



**How well do you feel members of the LGBTQ community are currently represented throughout all sectors of the music industry?**

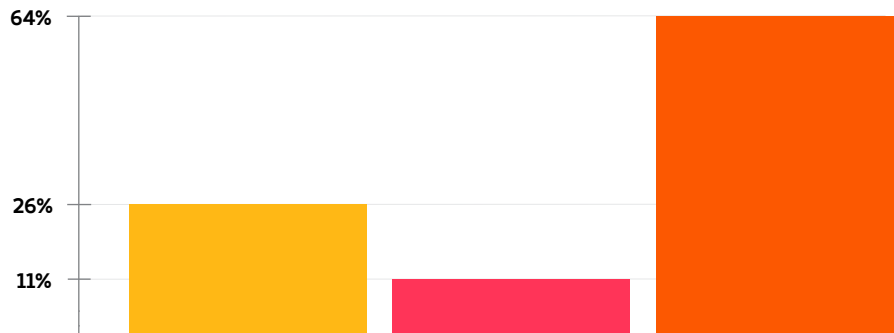
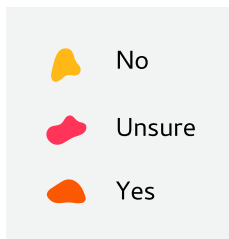




# Bias and Areas of Concern

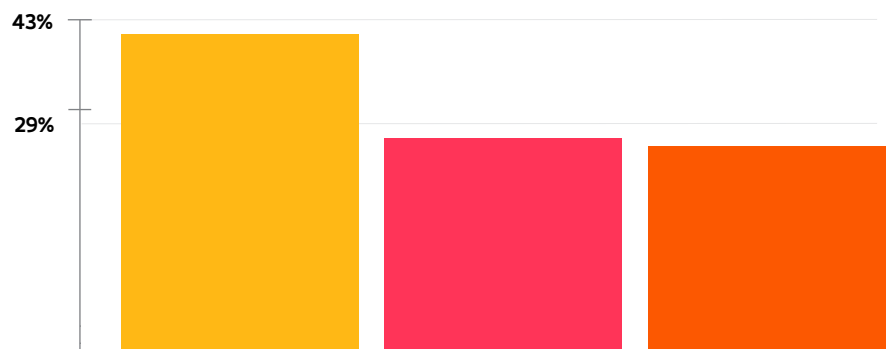
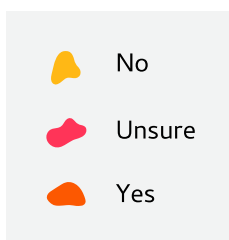
The majority of respondents (64%) identified as having either **experienced or witnessed microaggressions** relating to LGBTQ+ identity in the music industry.

Have you ever experienced microaggressions related to your LGBTQ identity in the music industry?









When exploring if this bias has interfered with career opportunities (*such as promotions or raises*), about a quarter (28%) of all respondents were confident they were passed over for career opportunities.

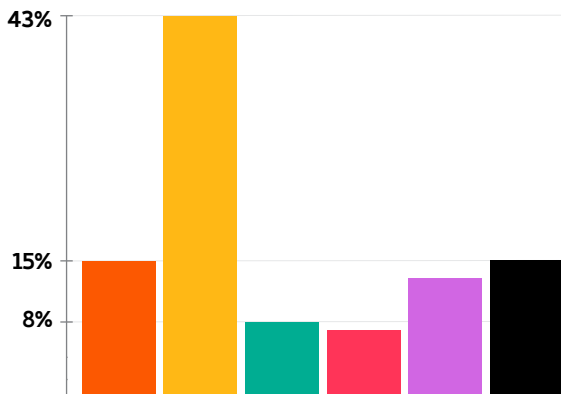
Do you believe you have ever been passed over for promotions or raises due to your LGBTQ+ identity?



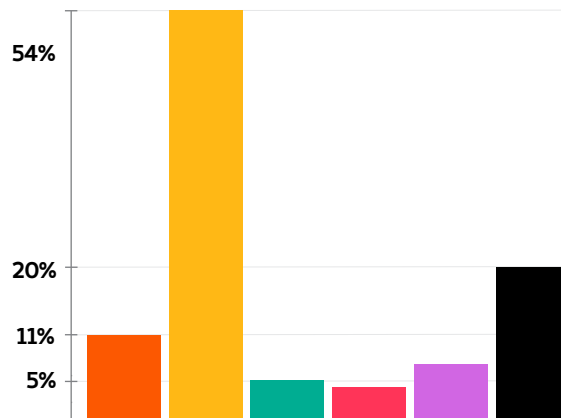
Of the Music Professional respondents, 43% are concerned about discrimination and bias in their workplace.

Which areas concern your LGBTQ+ identity in the workplace?

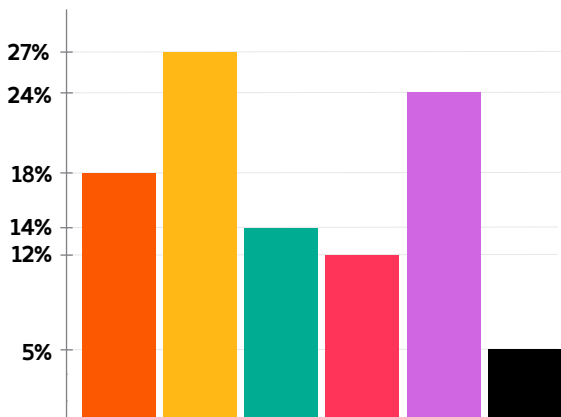
-  Access to LGBTQ+ specific healthcare
-  Name Changing
-  Proper Pronoun Use
-  Discrimination/bias
-  Gender Neutral Restrooms
-  I do not have any concerns



Music Professionals



(SHE/HER/HERS)  
Music Professionals



(THEY/THEM/THEIRS)  
Music Professionals

This number jumps to **more than half (54%)** of Music Professionals who use exclusively **She/Her/Hers** pronouns.

For Music Professional respondents using They/Them/Theirs or a combination of other pronouns, **concern around misuse of pronouns** in the workplace averaged **17% higher** than those who exclusively use he/him/his or she/her/hers pronouns.



As a queer woman in the industry, specifically a genre of Hip Hop, it's difficult to fully represent all pieces of me without bias in some way from the hyper-masculine misogyny that occurs in Hip-Hop.









- Anonymous LGBTQ+ Music Industry Professional

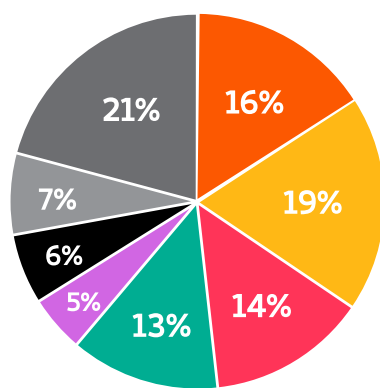


# Workplace Resources for LGBTQ+ Professionals

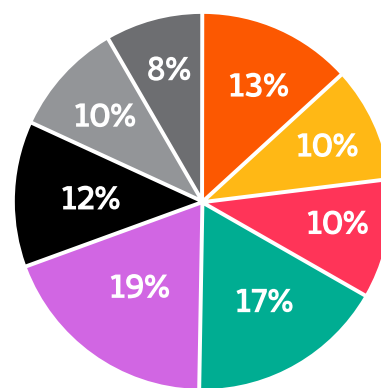
When asked which resources are most valuable to LGBTQ+ professionals, the most available resources to those surveyed were Employee Resource Groups (or ERGs). This resource is overshadowed by 21% of the Music Professionals surveyed who work for companies where no resources are currently provided for LGBTQ+ employees.

Which of the following LGBTQ+ resources are provided by your company?

-  Diversity & Inclusion Workshops & Events
-  Employee Resource Groups
-  Online Support Communities
-  Gender Neutral Restrooms
-  LGBTQ-specific Networking Events
-  My company does not provide any resources for LGBTQ+ employees
-  Mentorship Programs
-  Online Resource Database



Resources Provided



Resources NOT Provided

On the flip side, a mere 8% of LGBTQ+ Music Professionals feel that their companies provide **adequate resources** to employees.



It's critical to tackle unconscious bias for trans people. This [responsibility] should not fall on your resource groups or LGBTQ+ in addition to full-time jobs. I was often pigeonholed into DEI work on top of my full-time job. I don't want to be in DEI; I want to work in Music. We need to stop making our LGBTQ+ colleagues do all the work in addition to smashing glass ceilings.

- Anonymous LGBTQ+ Music Industry Professional

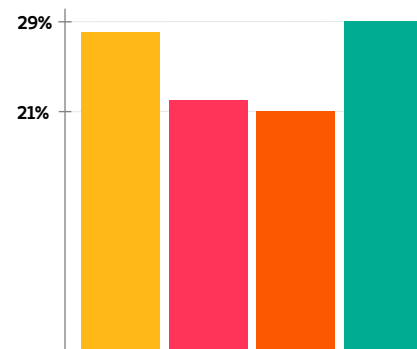


# Next Steps

When asked what steps the music industry needs to take to create a more welcoming environment for LGBTQ+ Professionals, the results were most evenly split, with a preference for **more inclusive workplace policies**.

What steps can the music industry take to create a more inclusive environment for LGBTQ+ professionals?

- Collaborating with LGBTQ+ Organizations
- Diversity Training Programs
- Establishing Safe Spaces
- Promoting Inclusive Policies



“ I was lucky enough to learn from a predominantly Queer office as one of my first roles in the music industry. I think now being a part of that ecosystem as a leader helps cultivate an industry of diversity, showing other LGBTQ+ folks who are interested in music that there is a place for them here amongst others like them.

- Anonymous LGBTQ+ Music Industry Professional