

donne

WOMEN IN MUSIC



Donne Foundation
Registered Charity: 1191758

About Us

THE ORIGIN STORY

I have always been frustrated about inequality in the world. When I started the Donne Foundation, I set myself a mission to contribute to change.” Gabriella Di Laccio

Founder Statement

The greatest gift I got from my parents was **the freedom to dream.**

I grew up in a small town in the South of Brazil, with limited financial resources. Still, I was dreaming of becoming an international classical singer. Nothing could be further from my reality but I was encouraged by my mother to believe. To prove that achieving the impossible was doable, she told me stories of men. Men who achieved greatness despite facing adversities: deaf Beethoven, dyslexic Einstein, bankrupt Walt Disney....

They made me believe I could do it and I kept revisiting their stories every step of the way, when I also had to face my own challenges while pursuing my own dreams.

Around 2015 I started to discover a whole new world of neglected women in the history of music - I literally found an encyclopaedia that listed **6000 women composers!** Surprisingly, my first thought was not about their music, but their stories. These women, thousands of them, have achieved so much, produced art, overcame the impossible, for centuries! All I could think was about myself as a child, and what I would have done to have heard their stories from my mother. To look back in history knowing that so many women have also achieved greatness so they could join my long list of male role models.

By 2018 I was overwhelmed with the amount of new music I discovered, the inspirational stories, the names that I never heard. I simply felt that I had to do my part, as a musician, as a woman to contribute to the change I would like to see.

So, on International Women's Day 2018 I launched the project Donne, Women in Music – a much smaller website with the aims to share the stories of women of the past and promote the women of the present.

I never imagined this small passionate gesture would create such a ripple effect worldwide. The reality is that women still feel invisible worldwide and there still a lot to be done. I am simply grateful and honoured to do a small part to contribute for change.



Listed as one of the BBC's
100 most inspirational and
influential women in the world in
November 2018, multi award-
winner soprano Gabriella Di
Laccio is the driving force behind
the Donne Foundation and one of
the leading voices on the fight for
gender equality in music globally.

By raising awareness about the huge inequality that we currently experience when it comes to knowing these women and hearing their music, we hope to help to create a more equal world for future generations. There are plenty of role models in our history, we simply need to make them more visible!

I invite you all to be curious: there is a world of inspiring stories and music to be discovered.

Seeing is part of becoming. It's our job to amplify the role models from past and present and inspire more women in their careers. This way we can help to create a more inclusive, and inspirational future for music.


GABRIELLA DI LACCIO
Founder & Chair Trustee



Donne, Women in music is a charitable foundation that celebrates, advances and amplifies women in music. We are a global community of women, gender minorities and allies in the music industry.

Our Mission

We are dedicated to achieving **gender equality** in the music industry. We are here to **connect and empower** anyone who identifies as a woman in order to **create a more equitable music industry**.

Our Vision

A world of musical equality where **gender is irrelevant**, where women are seen, heard and appreciated for their talent, creating a legacy of inspiration for future generations.

A musical world where our stages reflect **the richness of equality and diverse**, generating more inspiration and opportunities for everyone.

Our Values

Equality & inclusion

Our organisation exists to promote and support **anyone who identifies as a woman**, including trans women and gender expansive categories.

Intersectionality is paramount to us

We recognise the complex challenges that women face, in addition to their gender, due to race, sexuality and/or sexual identity, cultural nuances, faith, ability etc. Therefore, **we are committed to promoting all women equally**.

Impact

We create impact through **education and inspiration**. We create supportive material to educate and transform the future of gender equality in music.

We celebrate progress

We champion the achievements and success of women in the music industry as we believe **this will inspire others**. Every personal achievement helps to raise awareness and inspire audiences globally to celebrate women in music.



Someone *I tell you, in*
another time
WILL
remember *us.*
WE ARE OPPRESSED BY
fears of oblivion.

Gabriella Di Laccio is an extraordinary force in raising awareness and celebrating women composers past and present. Through her dedication she has singlehandedly set up Donne, Women Music, which champions the work of women composers in a field where there is great inequality.

I for one am deeply grateful for her efforts to highlight the wonderful work of so many brilliant and often overlooked women composers to celebrate their extraordinary and beautiful music.

RACHEL PORTMAN

Composer

(first woman composer to ever win an Oscar)

I have been a professional composer for nearly 40 years and what Gabriella Di Laccio has achieved in the last 4 years through setting up 'Donne Women In Music' is truly groundbreaking for Women Composers and a first.

By setting up remarkable relationships with Scala Radio and Apple Music, she is getting music by women broadcast, played and performed that would otherwise remain unknown, hugely raising awareness and making listeners finally start to question the horrendous gender imbalance that exists in the industry.

JULIE COOPER

Composer

Why do we exist?

What is the problem?

Our latest research shows that progress in gender equality is slow in the world of classical music and even slower when it comes to diversity.

Our in-depth analysis on composers' works scheduled for the 2021–2022 season by 111 orchestras across 31 countries.

Of the 20,400 compositions lined up, 92.3% were by men, and 87.7% written by white men.

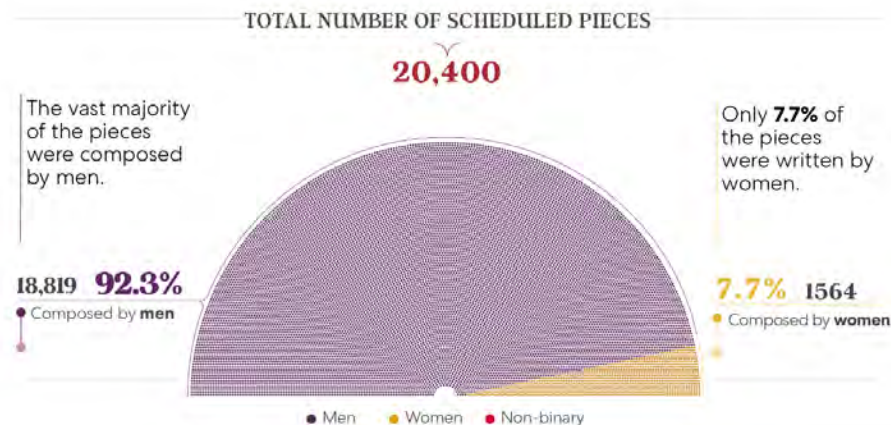
Looking a bit closer, only:

- **1.02%** of the works were written by Black women;
- **0.66%** of the works were written by Asian women;
- **0.31%** of the works were written by Mixed Heritage women;
- **0.05%** of the works were written by Middle Eastern women;
- **0.09%** of the works were written by Indigenous women composers.

If this continues to happen, it will perpetuate the unconscious bias that **music is the territory of male genius**, limiting the richness of repertoire that can be shared with audiences, limiting the representation that is so crucial to inspire future generations.

Equality & Diversity in Global Repertoire

111 ORCHESTRAS WORLDWIDE WORKS INCLUDED IN THE 2021–2022 SEASON



Less than 0.1% of the pieces were written by non-binary composers.

9.2 out of 10 compositions were written by MEN

[SEE FULL REPORT](#)

Breakdown of Works

BREAKDOWN OF WORKS BY GENDER & RACE/ETHNICITY



87.7% of pieces were written by white men.

RACE/ETHNICITY OF WOMEN COMPOSERS



Only 7.7% of the works were written by women, of which 5.5% were white women.

Only 2.1% of the works were written by global majority women composers:

- 1.02% by Black women;
- 0.66% by Asian women;
- 0.31% by Mixed Heritage women;
- 0.05% by Middle Eastern women;
- 0.09% by Indigenous women composers.

8.8 out of 10 compositions were written by WHITE MEN

Top 10 Most Played Composers



Ludwig van
Beethoven



Wolfgang
Amadeus Mozart



Pyotr Ilyich
Tchaikovsky



Johannes
Brahms



Antonín
Dvořák



Igor
Stravinsky



Richard
Strauss



Dmitri
Shostakovich



Jean
Sibelius



Maurice
Ravel

27.5%
of all pieces
performed globally
were by these
10 composers (all
white, historical,
European men)

**Their pieces have been performed
nearly four times more than ALL pieces
by women combined.**

Equality & Diversity in the Studio

Analysis of End of Year Singles Chart Top 100 - 2021

UK Official Charts



FEATURED ARTISTS

185

All Women

29.19%



All Men

70.81%

SONGWRITERS

445

All Women

19.55%



All Men

80.45%

PRODUCERS

239

All Men
94.98%

23.01%

Black, Asian,
Mixed-heritage, Middle
Eastern, Indigenous Men



All Women
5.02%

1.67%

Black, Asian,
Mixed-heritage, Middle
Eastern, Indigenous Women

Overall
869

153
All Women
17.61%



Black, Asian, Mixed-heritage,
Middle Eastern, Indigenous Women

5.87%

Women Composers in FILM SCORES



Top 100 Grossing Movies of 2021

Analysis of names credited as 'Music by' or 'Composer' on official credits of the top 100 Grossing Movies of 2021



94.3% 116 MEN



5.7% 7 WOMEN

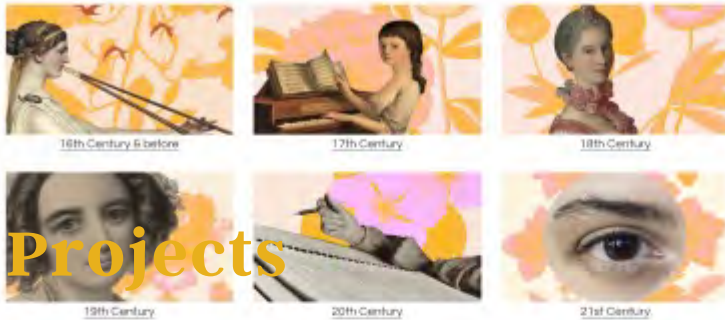
\$822,009,764,000

Total Box Office (in OCT 2022)

Source: Box Office Mojo by IMDBPro

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What We Do



Projects

The Donne Foundation is an international organisation **leading in insights and evidence**, making valuable multimedia resources **freely available to all**, increasing access, supporting under-represented communities and **connecting people worldwide**.

BIG LIST of Women Composers

Biggest online database worldwide

Educational Videos • Playlists • Research

Recordings • Fund new commissions • LIVE EVENTS

Podcast Series • Online Events

**The STORIES of women
are NOT BEING TOLD
in the classroom.**

Why?

There is a **huge ignorance** about the number of women who contributed to the history of music – as a result we continue to perpetuate the ‘make genius’ stereotype.

Ignorance of the repertoire – we need to raise the profile of women composers.

The stories of women **are not being told** in the classrooms .

There are not **enough recordings** by music by women, as a result, it is even more difficult to get them to be played on radio stations and added to streaming services.

There is still a lot of ignorance about many issues like **sexism in the workplace**, the challenges that black women have to face, how to properly include the LGBTQ community.

People believe **that the problem** has been solved.

What does it seek to achieve

Give **women in music** a dedicated promotion platform.

-
Help commissioners, performers, programmers to find information and repertoire by women composers.

-
Raise awareness oabout **the rich contribution of women** to the history of music.

-
Help teachers and pupils to learn more about forgotten women in music.

-
Produce **more recordings by women** composers to increase their inclusion on radio stations database.

-
Strengthen our online network and community.

Connect and empower women in music globally!

Who we are speaking to

Performance

Commissioners	He/she has a wider group of people to commission music from
Composers	Gets more opportunities and exposure of her work
Performers	Broaden their repertoire
Concert Hall Programmers	Increase of new audiences
Audience	Get to know a much wider variety of music

Education

Composers	Gets more opportunities and exposure of her work whilst inspiring future generations
Teachers	Bring history to live in a more representative of our society
Exam Boards	Syllabus that are more representative of our society
Students	Get to know a much wider variety of music and be inspired by the stories and understand the importance of diversity
Educational Authorities	Supporting musical education that is more representative of our society

Recorded Music

Record Labels	Support a wider roster of artists, create a much wider catalogue, increase their audiences, show real support towards equality, help the reach of each recording
Radio station	Support a wider roster of artists, create a much wider catalogue, increase their audiences, show real support towards equality, help the reach of each recording
Streaming channels	Support a wider roster of artists, create a much wider catalogue, increase their audiences, show real support towards equality, help the reach of each recording
Film & TV production commissioners	Supporting musical education that is more representative of our society
Composers	Get more work opportunities and wider exposure of their work

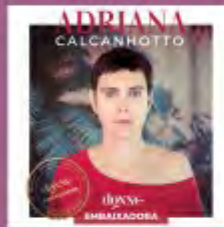


Don't
compromise
 YOURSELF.
You
are all you've got.

Our Ambassadors

Our Ambassadors **align with our Mission** of growing the largest list of women composers globally, celebrating the present and promoting Women in Music, leaving a legacy of inspiration for future generations.

They contribute to Donne in various ways: helping us spread the message, donating their time to engage and **inspire their communities**. Each one of them adds priceless value to Donne's Mission, helping to grow stronger against women's inequality in music.



The impact so far

FREE RESOURCES

Comprehensive archive of multimedia resources **freely available to organisations**, educators, performers and the general public worldwide.

THE BIG LIST

We have the biggest online database of women composers and songwriters **in the world**.

DONNE & THE OSCARS®

Donne is a chosen resource to support films to fulfil the **Academy's Representation and Inclusion Standards for Oscars®** eligibility.

EQUALITY & DIVERSITY

Our annual data report documents four years of **ground-breaking** research, tracking the presence of works by women performed by over **100 orchestras around the world**.

POP & FILM

Expanded research to track the presence of women composers in the **pop and film industry**.

APPLE MUSIC CURATION

DONNE are exclusive curators for Apple Music..

WOMEN ON RADIO

In partnership with Scala Radio, we created a new radio station dedicated to womxn composers and got 30 new female composers added to their regular playlist.

RECORDINGS & COMMISSIONS

We have sponsored the recording of **85 works** and funded **10 new commissions** by female composers.

MENTORING

We continue to provide **free mentoring** for women, in all areas of the music industry.

Testimonials

"It is important to have diversity across all walks of life; it's better for ensuring everyone has an equal opportunity at their dreams, that everyone feels valued, it definitely makes better business sense and it's better for creativity. In fact the question should be - why wouldn't the music industry want all of those things?"

Vick Bain

Author | Founder of The F-List

"I dedicate myself to independent music composition and management. Donne's work is very important for the community of women around the world who work with music, as it allows us to get closer without distinction of gender, age, ethnicity. Also noteworthy is the great job of disseminating women's music that they are doing. Congratulations for this valuable space."

Roma Aguirre

Composer

"Donne, Women in music is a rich, vibrant, and stylistic diverse platform to counteract the under representation of women in music composition by making their faces visible and their voices heard."

Catarina Domenici

Composer

"The work done by Donne plays a crucial role in increasing the visibility of women in the history of classical music, and providing resources to increase programming of their music. As a conductor and Artistic Director, I am hugely indebted to their research and advocacy."

Holly Mathieson

Music Director, Symphony Nova Scotia

Co-Artistic Director, Nevis Ensemble

"The work done by Donne is important to the music industry because it moves us forward as we create gender equity in the music industry. Today's artists are asking arts institutions and audiences to engage with music by women of various backgrounds at a time when women's music is still being programmed as a token event. We need to show the merits of including women composers in our curriculum, on our stages, and in our headphones. Donne's work gives all of us a thorough resource to move forward and make room for all artists."

Jennifer Piazza-Pick

Soprano

"I use Donne's website constantly to check composers details whilst cataloguing and validating music for the Light Music Society library."

Linda Evans

Light Music Society Library

"Donne and its magnificent initiator Gabriella Di Laccio have played an essential role during these past four years in creating more visibility for women in the music field both in Great Britain and internationally. There is still a long way to go and Donne's work - in cooperation with other organisations concentrating on creating equal opportunity for women in music - will be central to maintaining momentum while moving towards the goal of gender parity."

Mary Ellen Kitchens

Executive Board, Archive of Women in Music
(Frankfurt am Main)

"Donne has helped me by increasing my knowledge of fabulous women composers in Latin America, enabling me to meet Gabriella who is an inspiration and has helped me become a better leader for Women in Music. The work done by Donne is important to the music industry because it brings visibility to the facts marginalisation of women in music."

Christina Rusnak

Composer

"The world is a diverse planet; music should be also. The project Donne shines a light on women composers and artists and is a positive step towards parity."

Mei-Ann Chen

Commissioner

"You have been doing wonderful work, Gabriella! I am personally most grateful for your encouragement and brilliant promotion - including the link with Scala radio. May you continue to go from strength to strength!"

Penelope Thwaites

Composer

"Gabriella Di Laccio is an outstanding champion for women composers. Among many activists for gender equality in music, I have seldom met someone with so much initiative and drive. She founded the charity Donne - Women in Music and has created myriad resources for it, achieving remarkable exposure for numerous female composers, both living and historic. The national press has highlighted her work and the extensive online resources are used worldwide."

Nicola LeFanu

Composer

Thank you for this resource. My students and I have been using it all month. They especially love that the women aren't all white and dead!! Diversity matters. Keep up the great work! So very appreciative.

Emma Aunt

Music Professor

MEDIA

✉ NEWSLETTER | 3,500 subscribers

📷 SOCIAL MEDIA REACH

🐦 12,000 followers across Twitter, Instagram, LinkedIn, and FaceBook.

📘 2.5 million impressions in the last 6 months

🌐 WEBSITE

180,000 visitors in 2022 from 138 countries: UK, USA, Brazil, France, Australia, Germany, Italy, Portugal, Canada, Spain, and the Netherlands



ON THE PRESS



OUR PARTNERS



Find out more about our
amazing partners,
[here](#)



Artwork

Since the start of Donne, we have been commissioning exclusive artwork from with designer [Isabel Chiara](#) to create our iconic branding image and many other artworks.



Well, sir
my husband,
I do not
understand life
WITHOUT
harmony.



I must show
the
males what
I'm made of!



Let them
try
our
spirits MORE.
from the
dust we shall
arise.

WHAT'S NEXT FOR DONNE

donne
WOMEN IN MUSIC



WHAT'S NEXT



LIVE EVENTS | THE ELGAR ROOM, ROYAL ALBERT HALL

In partnership with the Royal Albert Hall, Donne will present a concert series, showcasing the best female and non-gender conforming talent in music.

DONNE SESSIONS | DIGITAL CAMPAIGN

Alongside the live series, we would like to create a new intimate music sessions. These showcases will be raw, stripped-back, acoustic sets with a modest-sized audience. We will run a digital campaign akin to NPR's Tiny Desk series. Extracts of the concert (15 to 20 minutes) will be posted to YouTube and Donne's website, with snippets posted to social media. This series aims to reach a wider/ younger demographic and feature a mix of classical, jazz, and pop artists.

DONNE SESSIONS | ALBUM CAMPAIGN

We will roll these live sessions into an album campaign, with a studio recording of 1 track per artist featured in the series. We are looking for label partners to come on board with this side of the project.

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LEVEL UP COLLECTION | DISCOVERING NEW TALENT

The LEVEL UP collection will work as composer / singer-songwriter competition open to anyone who identifies as a woman or as non-binary. The campaign will be launched on Donne's social media channels and we are looking for label partners to come on board with this project. Winners will have the opportunity to record and release their tracks; the competition culminates with the first LEVEL UP release, a 6 - 8 track collection of the winning pieces.

Our aim for this project is to have women and non-binary creatives involved in all stages of the project: artists, musicians, studio engineers, mastering engineers, A&Rs, designers, etc.

PODCAST SERIES | EQUALITY ON PURPOSE ©

Our new podcast series, which will feature inspirational artists, leaders, music industry executives, and Donne ambassadors, who are making a difference in creating a more inclusive music industry.



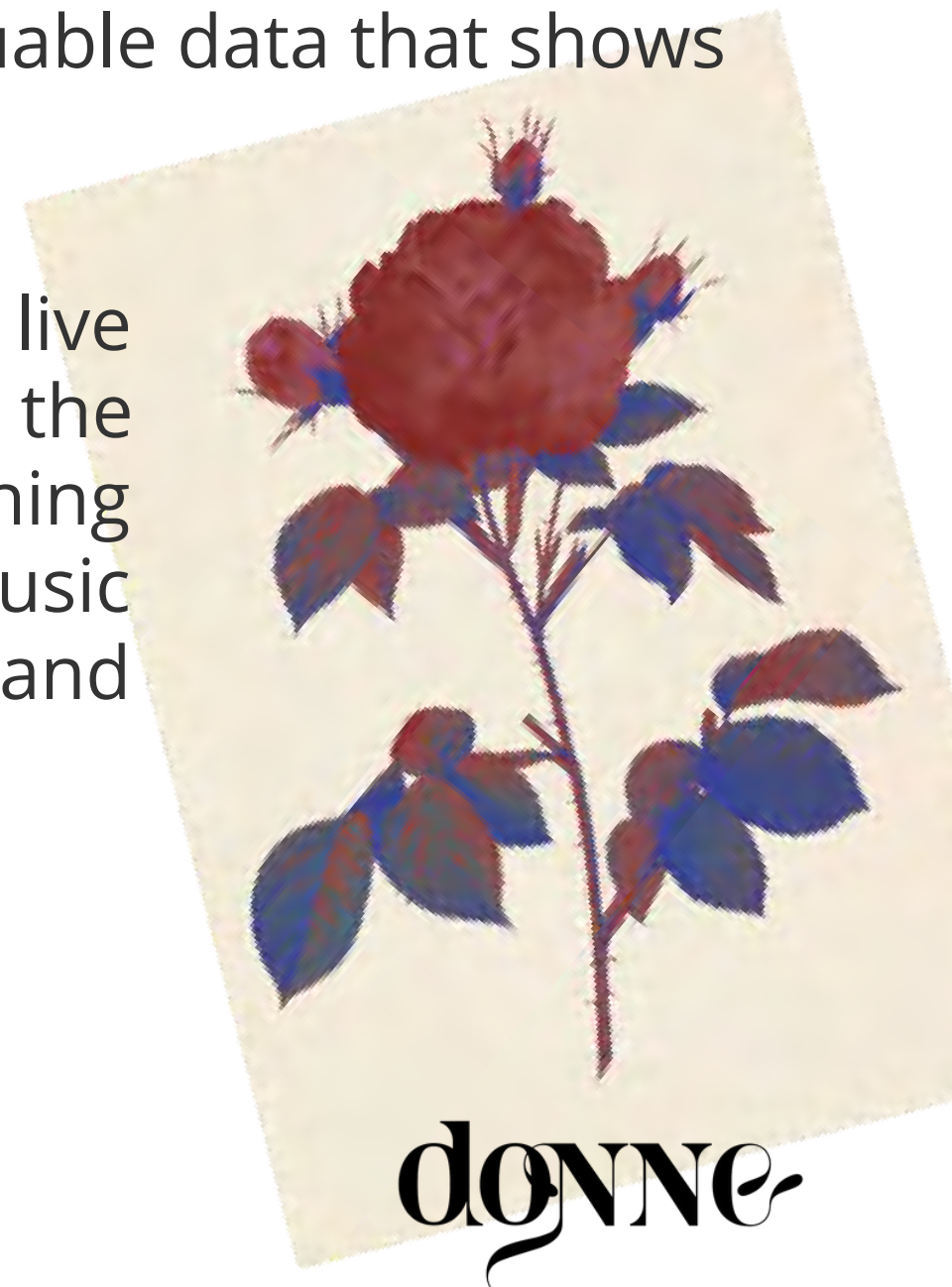
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EXPANDED RESEARCH | EQUAL OPPORTUNITIES IN MUSIC EDUCATION

Something we hear a lot: **“I think things are getting better”**. But are they?

Our extensive research has given us incredible data that we can use to educate, track progress, and inspire change across the industry. We are committed to continue to show valuable data that shows how much work we need to do, where and how we should do it.

This year, we would like to expand and launch a new research based on live survey and also look into to reasons WHY women - as well as people from the global majority - are not pursuing music as a career or giving up before finishing their education. We often look at the barriers faced by women in the music industry, but where does this stem from? What hurdles are our young female and non-binary musicians facing? Let's find out so we can change it.





Join us in working towards
greater equality,
diversity
and
inclusion
in the music industry.

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THANK YOU

donne
WOMEN IN MUSIC

✉ info@donne-uk.org



Thank you

donne



@donne_uk



@donne_uk



@donne_uk

www.donne-uk.org

Charity Registration Number: 1191758 (England and Wales)

Donne Foundation

Accounts Report and Unaudited Financial Statements
For the Year 2nd November 2021 to 1st November 2022



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Charity Information

Trustees: Andrew James Harrison
Carolina Job Di Laccio
Gabriela Job Di Laccio
Marie Ekerholm

Registered Office Address: 9 Hogarth Close
London
W5 2JT

Charity Registration Number: 1191758

The Donne Foundation makes positive change and addresses gender inequality in music. We celebrate and promote women who made and are still making a difference to our society to ensure there are more role models for future generations. We do that by creating events, educational material, a rich multimedia platform, which provides valuable resources including the biggest database of women composers.

Website: www.donne-uk.org

Income and Expenditure Account for Year Ended 1st November 2022

	2022	2021
	£	£
Income		
Income from donations and fundraising activities	£7,335	4,658
	<u>£7,335</u>	<u>£4,658</u>
Expenditure		
Costs of generating income	£6,514	2,088
Charitable activities	<u>£6,514</u>	<u>£2,088</u>
Retained funds for the year	<u>£ 821</u>	<u>£ 2,570</u>

Balance Sheet at 30th November 2022

	2022	2021
	£	£
Fixed assets		
Tangible fixed assets	0.00	0.00
	<u>0.00</u>	<u>0.00</u>
Current assets		
Cash at bank and in hand	1,054.88	1,242.53
	<u>1,054.88</u>	<u>1,242.53</u>
Capital and reserves		
Retained funds	<u>1,054.88</u>	<u>1,242.53</u>
	<u>1,054.88</u>	<u>1,242.53</u>