WOMEN'S EMPOWERMENT ORCHESTRA

Elevating Women. Amplifying Voices.
Transforming the Future of Music.

Across every sector of music, women—especially women of color—remain severely underrepresented in visibility, opportunity and leadership.

MUSIC OCCUPATION	MEN (ALL RACES)	WOMEN (ALL RACES)	WOMEN OF COLOR	KEY INEQUALITY FINDING
Orchestra Musicians	~60–65%	~30–35%	~5–10%	Professional orchestras remain disproportionttely White; women of color are significantly underrepresented. 15
Instrumentalists (Classical)	~65%	~30%	<10%	Pipeline barriers begin in youth music education; access to private lessons and conservatory training affects representation. 16
Orchestral Conductors	~85–90%	~8–12%	<5%	Women conductors remain rare; women of color are among the least represented leadership groups. 17
Opera Conductors	~85–90%	~8–12%	<5%	Opera conducting remains heavily male and Eurocentric. 18
Concertmasters / Principal Chairs	~75–85%	~10–20%	<5%	Highest-ranking orchestral positions remain dominated by White men. 19
Opera Singers (Leading Roles)	~55–60% men	~30–35%	~5–10%	Women of color are underrepresented in major roles and casting leadership. 20
Opera Artistic Directors / CEOs	~75–85%	~10–20%	<5%	Executive leadership remains overwhelmingly White and male. 21
Recording Artists / Vocalists	~70% men	~20–25%	~10%	Women receive fewer opportunities as headlining artists and receive less industry investment. 22
Songwriters	~80–85%	~10–15%	<5%	Songwriting credits remain one of the most gender-imbalanced areas 23
Music Producers	~95%	~3–5%	<2%	One of the largest gender and racial gaps in recorded music. 24
Classical / Concert Composers	~80–90%	~10–15%	<5%	Programming and commissioning historically favor White male composers. 25
Arrangers	~80–90%	~10–15%	<5%	Arranging remains male-dominated 26
Music Executives (Labels / Industry Leadership)	~70–80%	~15–25%	<10%	Senior decision-making positions lack racial and gender diversity 27
University Music Faculty	~65–75%	~20–30%	~5–10%	Faculty leadership remains less diverse than student populations 28

WHY THIS MATTERS

- Women are underrepresented in the highest-paying, highest-visibility roles.
- This limits access to career advancement, royalties, and long-term earning potential.
- The industry loses talent, creativity, and innovation.

BUILDING A MORE EQUITABLE FUTURE

- Increase women's access to leadership and decision-making roles.
- Expand opportunities in producing, engineering, and technical fields.
- Fund, program, and promote women composers and performers.
- Implement fair pay, inclusive hiring, and transparent practices.
- When women lead, the whole industry thrives.

THE PAY GAP ISN'T JUST ABOUT MONEY—IT'S ABOUT WHO GETS TO LEAD.

Change the score. Amplify every voice.

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REPRESENTATION MATTERS. ★ OPPORTUNITY CHANGES LIVES. ♥ EQUALITY MAKES BETTER MUSIC.

Join the movement for a more inclusive and equitable music industry.

www.womensempowermentorchestra.org