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The Missing Voices of Women in Music and Music News

How to ensure that the news about women's
presence in the Grammys reflects reality

The fourth in the series of Missing Perspectives reports

Chapter 21

21 investigative questions for unearthing the reality of women's position in the Grammys/music industry

These questions emerged in the process of researching this report, and have the potential to collapse any gap between what the Recording Academy, and both the specialist music and general news media are reporting about women's presence in the Grammys and the reality. They can help any journalist or researcher whose goal is to unearth the truth about women's representation and inclusion in the Grammys, or any other music awards or within the music industry. They can also be adapted to any part of the music value chain.



21 investigative questions for unearthing the reality of women's position in the Grammys/ music industry

Unearthing pro-female publicity bias

- 1 Who decides which artists should perform at the Grammys ceremony?
- 2 Does gender feature among the key considerations when producing the Grammys ceremony?
- 3 Why is women's representation at the Grammys ceremony so much higher than their presence in the music industry?

Unearthing pro-male bias/ the female-music-icon bias that masks marginalisation

- 4 What proportion of the Recording Academy's voters in any given year have been/are women? [ask for any awarding body]
- 5 What proportion of all voting members does x number of women voters [e.g. 3,000] represent? [ask any awarding body reporting absolute numbers rather than proportions]
- 6 Based on recent trends how long would it take to achieve gender parity among the Recording Academy's voting members?
- 7 What are the long-term gender trends for Grammy nominees across all categories?
- 8 What are the long-term gender trends for Grammy nominees within a particular category?
- 9 What are the long-term gender trends for Grammy winners across all categories?
- 10 What are the long-term gender trends for Grammy winners within a particular category?
- 11 Why has the Recording Academy been reporting absolute numbers of voting members and not percentages?

Unearthing the exaggeration-of-women's-representation bias

- 12 What proportion of those nominated across ALL the 90+ Grammy categories [not just the big four or six] are women?
- 13 What proportion of ALL winners across any of the 90+ Grammy categories [not just the big four or six] are women?
- 14 What proportion of winners of the big four Grammy categories, who in 2024 were reported to have been won solely by women, are actually male songwriters, producers or engineers/mixers?

Unearthing structural/ systemic story angles about women's barriers in music

- 15 Why has the Recording Academy taken down its Diversity and Inclusion Taskforce report from 2019? When will it be made available for review?
- 16 Why have women not won since 2017 (or ever) in the categories of: Producer of the Year, non-classical; Songwriter of the Year, non-classical; Metal Performance; or Orchestral Performance?
- 17 Does the Recording Academy [or any other organisation] have a diversity and inclusion policy? What is it?
- 18 What safeguarding measures is the Recording Academy [other organisations] taking against the persistent sexual misconduct that impacts women disproportionately in the music industry?
- 19 What are the key ongoing barriers that are preventing women from achieving parity in Grammy nominations and wins [substitute with any other music awards]?
- 20 What are the most important barriers/ opportunities that the music industry should tackle most urgently to improve women's standing and recognition?
- 21 What are the key solutions that would accelerate women achieving equal footing with men in terms of Grammy nominations and wins [substitute with any other music awards]?