

FilmEU EDI session#3

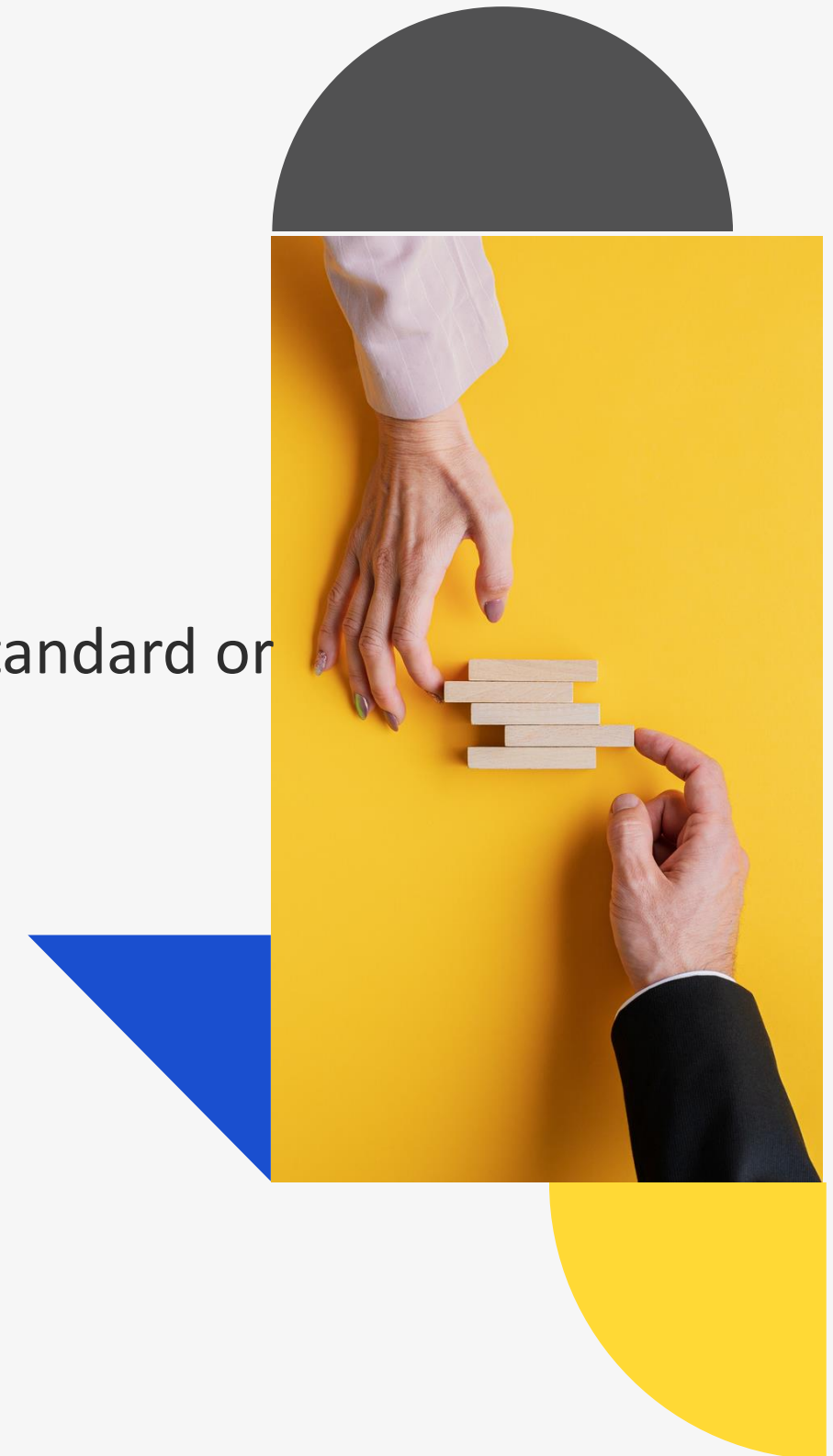
Co-designing building blocks and
impact pathways for FilmEU
core EDI commitments

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What we **will do**

- ▶ Takeaways from session #2 based on partners' inputs
- ▶ Buzz session 1 (cross-institutions)
 - Co-designing core commitments and building blocks for a joint EDI standard or framework for FilmEU
- ▶ Buzz session 2 (partners working separately)
 - Designing impact pathways towards endorsing those core commitments
- ▶ Feedback in plenary, takeaways and way forward

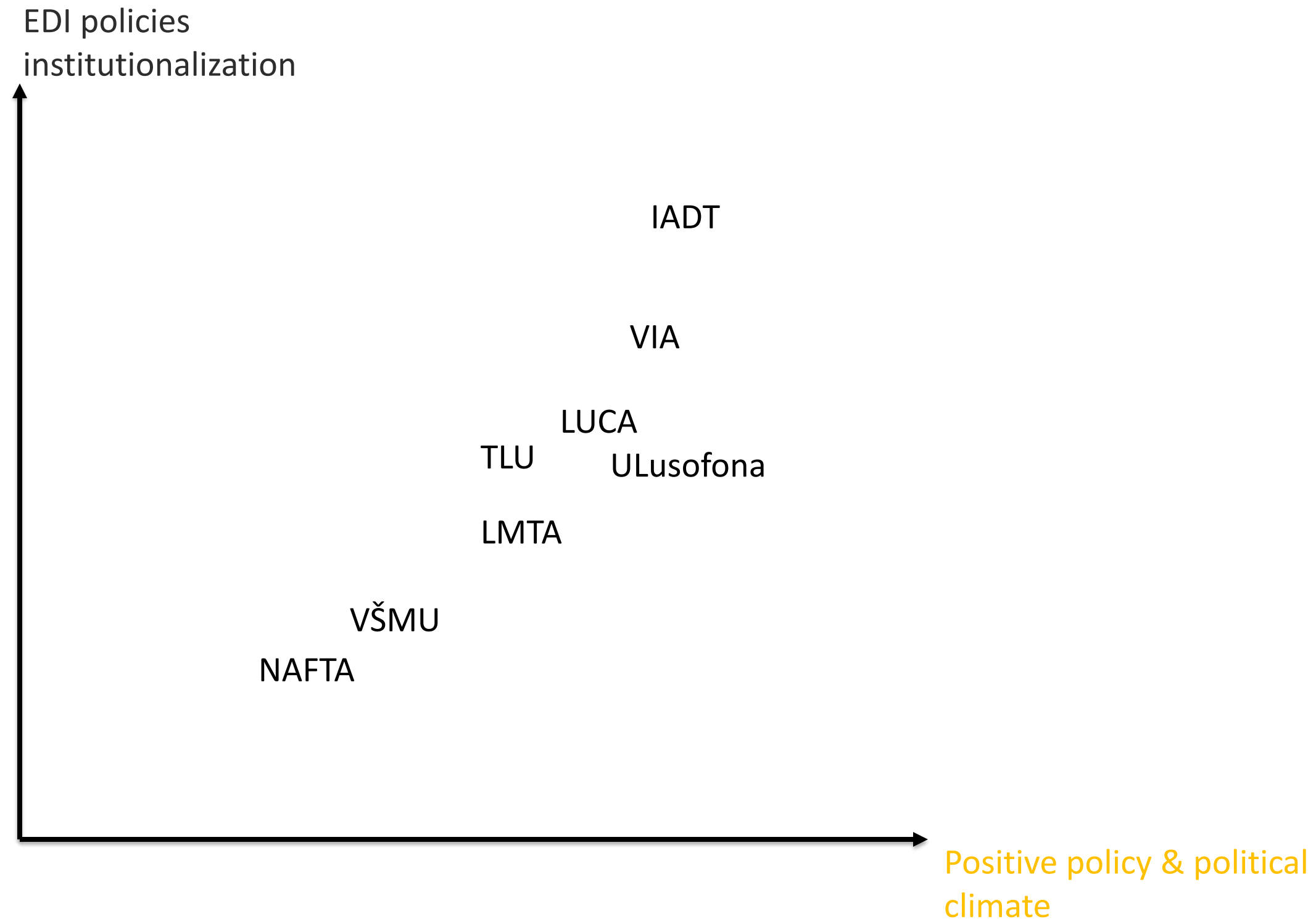


Where you stand



- ❑ Partners evidence very different stages of EDI institutionalization with those with lower levels of institutionalization also experiencing slow implementation
- ❑ Partners in CEE countries operate in less favorable policy & political contexts, with BG and SK currently harboring anti-EDI views

INSTITUTIONAL FRAMEWORK & CONTEXT

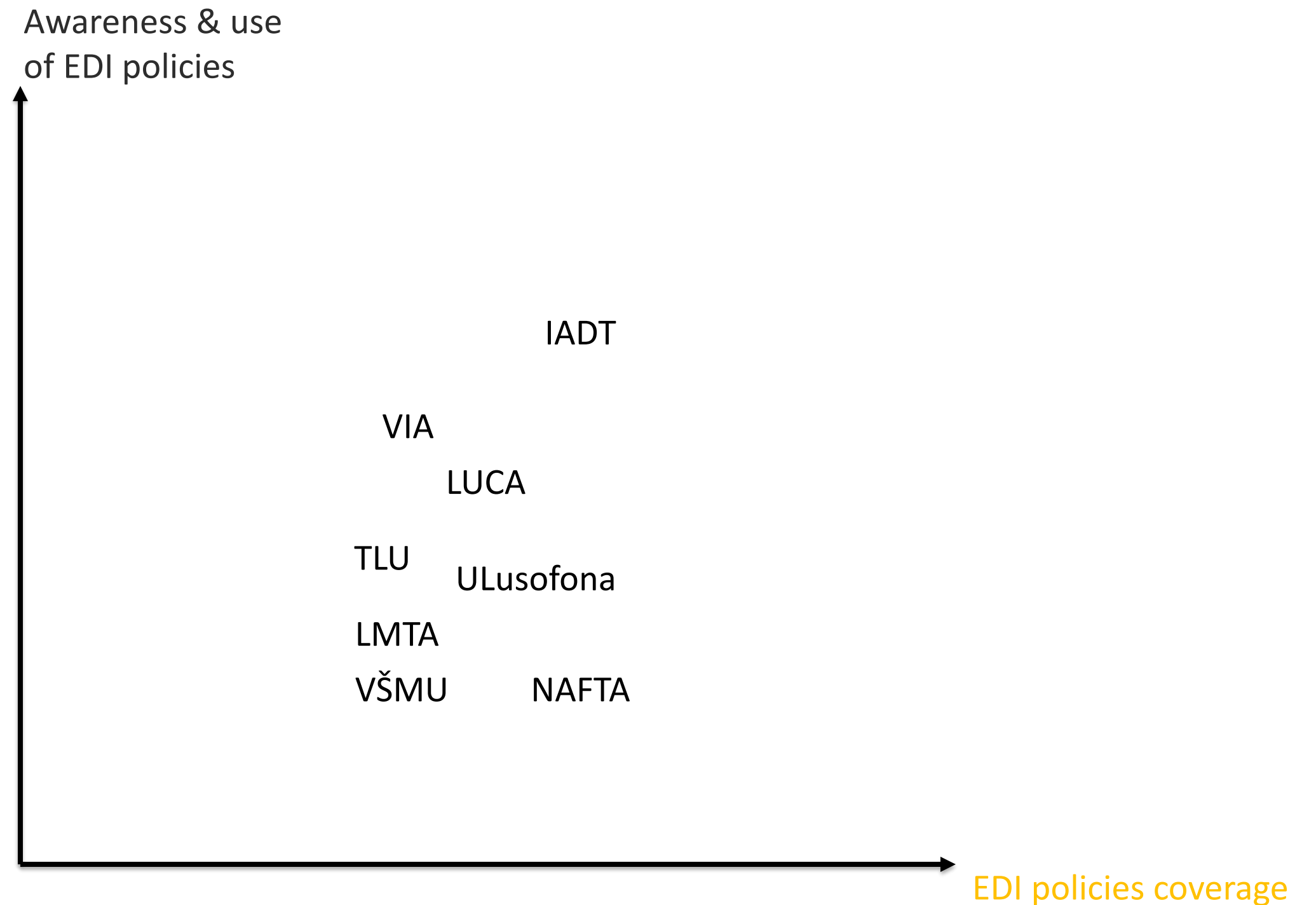


Where you stand



- ❑ Awareness about EDI instruments does not mirror institutionalization levels
- ❑ Understanding of EDI also varies
- ❑ EDI policies tend to have a narrow coverage, limited to gender + one or two additional streams/factors.
Mental health receives growing attention

AWARENESS LEVEL & EDI COVERAGE



Where you stand

COMMON CHALLENGES

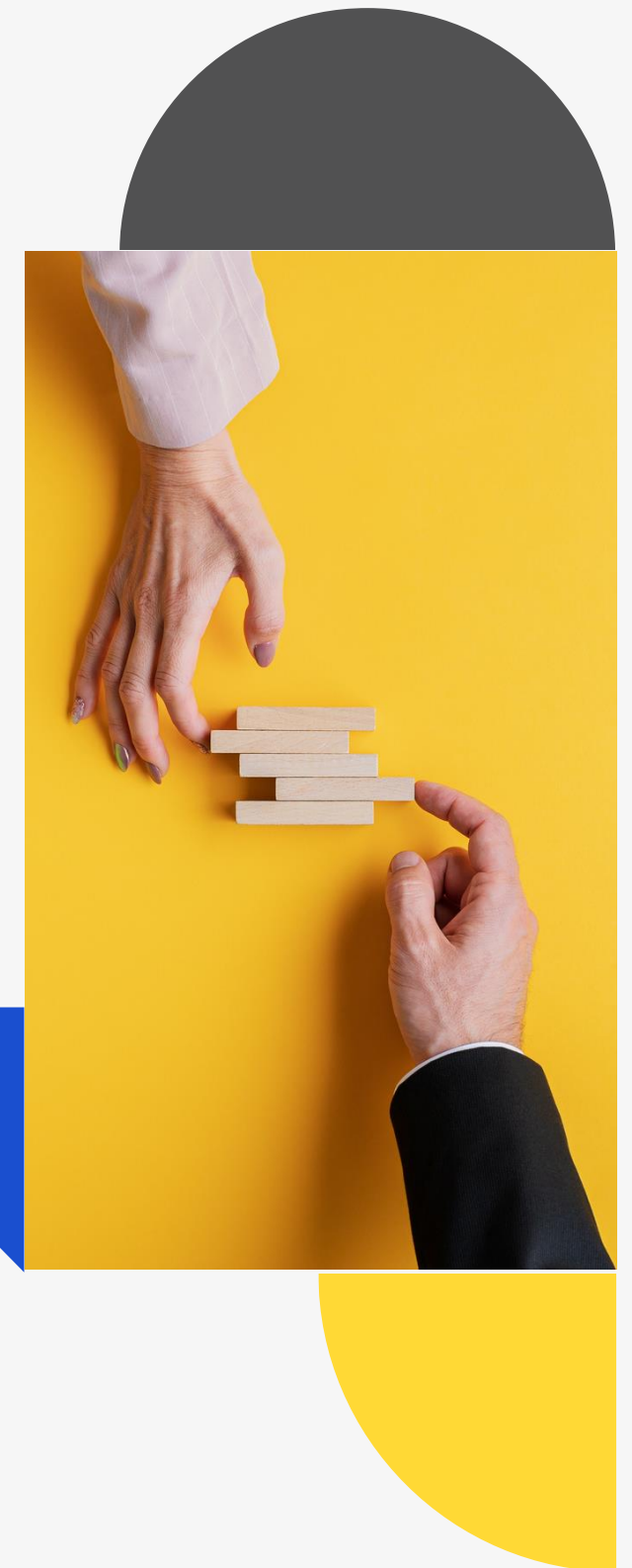
- ✓ Shifting from Gender Equality-only and/or social inclusion to a broader EDI framing, also where GE was most institutionalized
- ✓ EDI commitments to be reflected in students' and staff diversity
- ✓ EDI implications of mental health-focused policies
- ✓ Existing mechanisms to be known and used
- ✓ Specificities of the sector to be acknowledged and tackled:
 - Horizontal segregation per curriculum / careers
 - Vertical segregation (industry leadership positions, awards...)
 - Invisibilisation of contributions from under-represented groups
 - Diversity of experiences or needs to be addressed in film/ad production
 - Challenges posed by value changes + norm-setting role of the industry



Where you stand

OPPORTUNITIES FOR MUTUAL LEARNING

- ✓ Fostering cultural intelligence through FilmEU, to achieve a common understanding of EDI values
- ✓ FilmEU partners from ‘widening countries’ have experience of dealing with diversity among student community
- ✓ Institutionalization drivers can be identified to support EDI policies implementation
- ✓ Operating in contexts of political backlash can inspire more robust EDI policies elsewhere



Cultivating FilmEU values through EDI

FOSTERING COMMUNITY & TRUST

- ✓ Formulating joint EDI statement(s)
- ✓ Establishing a FilmEU EDI committee or office
- ✓ Offering a FilmEU EDI capacitation certification
- ✓ Pooling knowledge(s)
- ✓ Fostering cultural intelligence

OPENNESS & CREATIVITY

- ✓ Promoting intersectional diversity as a source of creativity
- ✓ Addressing/anticipating new trends and public segments
- ✓ Creating safe spaces/culture for disclosure
- ✓ Encouraging openness about own challenges





Buzz session 1:

STEP 1:

Core EDI commitments for FilmEU

STEP 2:

EDI building blocks for FilmEU

Exercise 1: EDI committments and policy building blocks

GROUP 1

Part 1: Considering FilmEU's values, the unique aspects of your sector and the different stages of advancement of FilmEU partners' EDI policies, what 3-4 core commitments would you propose for your consortium in relation to EDI?

*Example: Cultivating inclusive teaching practices: TitledU is dedicated to embedding inclusive pedagogies across all partner institutions, ensuring that all teaching staff are equipped with the knowledge and tools to foster fair, accessible and enabling learning experiences**

Part 1: Core Commitment statements

1		3	
2		4	

Part 2: What would be the 3-4 fundamental policy building blocks you would propose to support the implementation of those commitments, with a view to establishing a common standard for FilmEU partners' EDI policies? Those building blocks can be instrumental to implementing more than 1 core commitment.

Example: Develop and implement a mandatory training program on EDI values and anti-discriminatory practices by 2026.

1	2	3	4		
				Develop and implement a mandatory training program for all teaching staff on inclusion pedagogy and anti-discrimination practices by 2026.	
				Ensure all GIMU partner campuses are fully accessible to individuals with disabilities by 2027, including physical, digital, and learning environments.	
				Implement a system-wide data collection framework to monitor and report on diversity metrics across all partner institutions by 2025.	
Instrumental to core commitment(s)					

Instructions: Buzz session 1

- 1. STEP 1: Considering FilmEU values, the unique specifics of your sector and your different stages of advancement on institutionalizing EDI policies, suggest 3-4 core EDI commitments for FilmEU, formulated in active tense**
- 2. STEP 2: Define 3-4 policy building blocks to support their implementation (1 building block can be instrumental to several commitments)**
- 3. Share your suggestions in plenary**

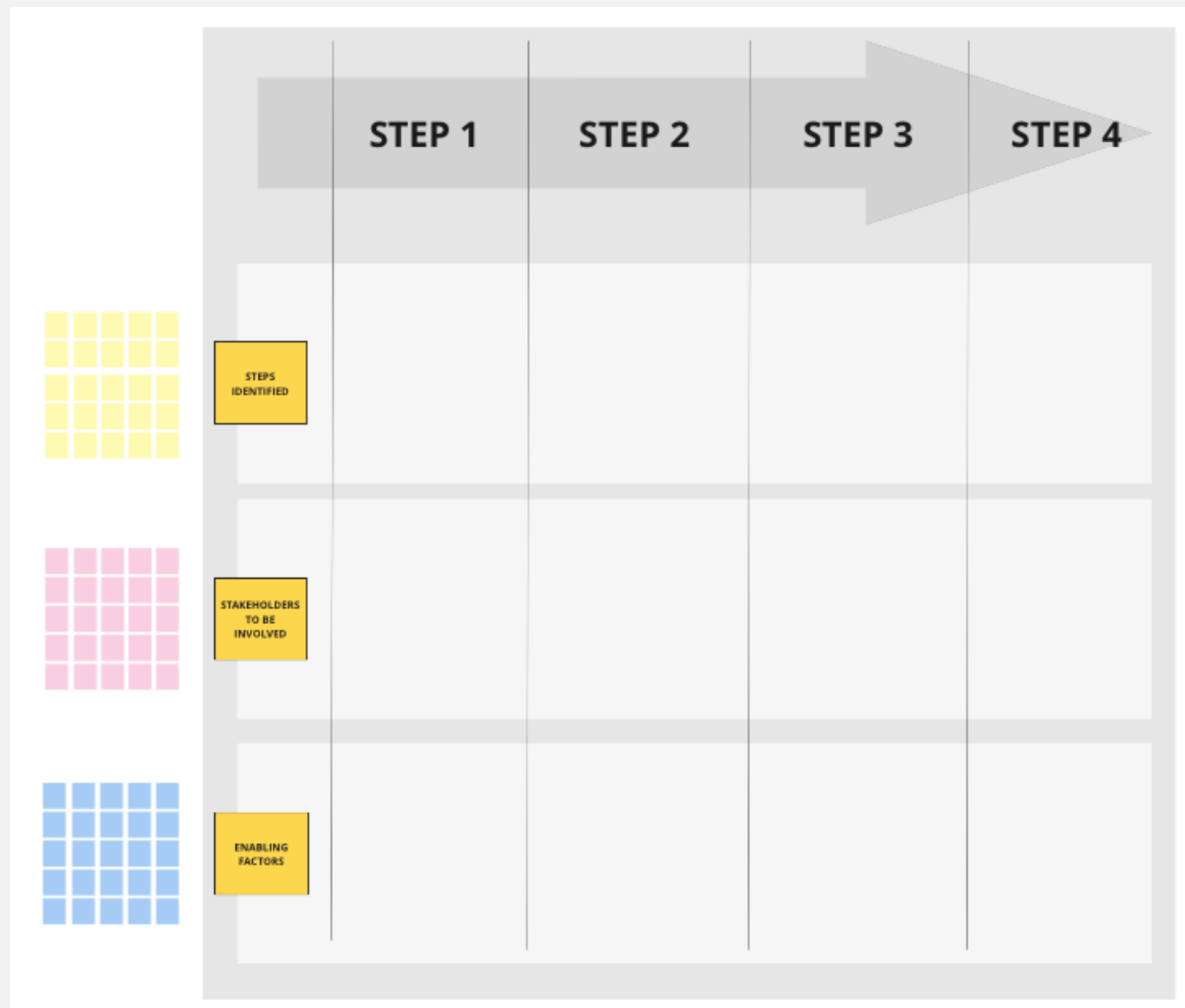


Buzz session 2:

Design your own impact pathway/journey towards endorsing agreed commitments and building blocks

Instructions: Buzz session 2

Please define the main steps and the stakeholders to be involved at each step, for agreed core commitments and building blocks to be endorsed by your institution



	STEP 1	STEP 2	STEP 3	STEP 4
STEPS IDENTIFIED				
STAKEHOLDERS TO BE INVOLVED				
ENABLING FACTORS				

The way forward

