

RELEVANT MEASURES TAKEN TO DATE ON THE TOPIC OF GENDER EQUALITY AT THE FILMAKADEMIE

ANNEX 2 TO THE EQUAL OPPORTUNITIES AND
GENDER EQUALITY PLAN OF THE
FILMAKADEMIE BADEN-WUERTTEMBERG GMBH
2022-2027

EQUAL OPPORTUNITIES AND GENDER EQUALITY PLAN OF FILMAKADEMIE BADEN-WUERTEMBERG GMBH 2022–2027

REVIEW OF MEASURES ALREADY CARRIED OUT/STARTED

As already described at the beginning, activities for the implementation of equal opportunities at the Filmakademie have already been implemented before this Equal Opportunities and Gender Equality Plan was drawn up/entered into force. The following is a brief, non-exhaustive overview of the main measures and undertakings to date.

February 2018

- Merger with five other German film schools to form an initiative: "Self-commitment of the film schools".

Spring 2018

- Drafting of an interdisciplinary curriculum on questions of gender justice in professional profiles and narratives in film, media, and games; a permanent component of the teaching, open to all students, with changing guest speakers; establishment of the working group "Gender in Progress" in the academic year 2018/2019.
- Appointment of an Equal Opportunities Officer for students at the Filmakademie

Spring 2019

- Advertisement for the position of Equal Opportunities Officer for the staff of the Filmakademie

May 2019

- Approved participation in the programme "Interculturality and Diversity" by the Ministry of Science, Research and the Arts Baden-Wuerttemberg

Summer 2019

- Conducting a survey among students on the initiative of the AStA on the topics of "Gender & Diversity", "Stress & Pressure" and "Quality of Teaching" with the aim of evaluation and internal presentation in spring 2020

July 2019

- Start of the initiation workshop of the "Interculturality and Diversity" programme
- Appointment of two female employees for two years - in division of the office - as Equal Opportunities Officers for the workforce; in the following, among other things, internal establishment of the infrastructure and participations of Equal Opportunities.

Autumn/Winter 2019

- Revision of the internal language guidelines "Gender-sensitive language" and in this context adaptations or revisions of the Filmakademie's website as well as internal and external documents with the long-term goal of a comprehensive, consistent use of gender-sensitive (visual) language at the Filmakademie.

December 2019

- First extraordinary, closed meeting on the topics of *gender equality and diversity* at the Filmakademie, with the participation of the Academy of Performing Arts Baden-Wuerttemberg (ADK), with the aim of identifying relevant key topics for the upcoming evaluation of teaching at the Filmakademie in 2020

All year 2020

- Development of targeted measures for sensitisation and opening, for the promotion of diversity within the framework of the initiation workshop "Interculturality and Diversity".
- Development of a gender equality plan for the further development of gender equality work at the Filmakademie with the aim of adopting it in the form of a company agreement at the turn of the year 21/22
- Organisation of round tables on various topics such as "Compatibility of family and work" for employees and project supervisors

EQUAL OPPORTUNITIES AND GENDER EQUALITY PLAN OF FILMAKADEMIE BADEN-WUERTTEMBERG GMBH 2022–2027

- Regular networking meetings to deal with various gender equality issues, to exchange experiences, to develop and establish cross-university procedures; among others, between the Gender Equality Officers for the staff as well as Gender Equality Officers of the student body at the Filmakademie and the Gender Equality Officers of the Academy of Performing Arts Baden-Wuerttemberg; furthermore with the Gender Equality Officers of other German film schools (among others, German Film and Television Academy Berlin, Babelsberg Konrad Wolf Film University, Munich University of Television and Film, Cologne Academy of Media Arts, Macromedia University), with the cooperation of the MaLisa Foundation and various guests (including Ufa).
- Start of the development of a complaints management system including the establishment of a notification body and complaints office in accordance with the AGG with the aim of adoption in 2021.

February 2020

- First report by the five film schools on the results and measures of the initiative "Together for Gender Justice" to date; presentation at a press conference during the Berlinale 2020
- Development of a guideline for protection against discrimination, abuse of power, bullying, stalking, sexual harassment, and violence, including a list of contact points; implementation in a flyer; presentation in March 2020 and adoption at the Filmakademie

Autumn 2020

- From October 2020, drafting of a company agreement on mobile work at the Filmakademie with planned adoption in 2021

February 2021

- Internal training for managers at the Filmakademie on the topic of gender equality, including legal basics

Spring 2021

- Host the second *Gender & Diversity* Retreat on 10 March 2021.
- Hosting the "Anti-Racism Days" on 6/7 April 2021

Summer 2021

- Approval of the Works Agreement on Mobile Working at the Filmakademie by the Supervisory Board (meeting of 19.07.2021); Presentation of the Works Agreement on Mobile Working at the Works Meeting of 21.07.2021

Spring-Summer 2021

- Finalisation of the company agreement on mobile working

Autumn-Winter 2021

- Participation in a training measure for equal opportunities officers
- Participation in the jury for the award of the Germany Scholarship

Spring-Summer 2022

- Revision of equal opportunities and equality plan, restructuring in compliance with the European minimum requirements
- Round table event on the topic of "Home office, workload, reconciliation of family and work".
- Retreat Gender&Diversity at the Filmakademie on 7 March 2022
- Installation of first changing tables to improve the situation of students and employees with children
- Improving the lighting of the staff car park behind the Caligari cinema
- Extension of the trial period BV "Mobile Working" until June 2023
- Revision of the company agreement on parking space allocation with more flexible allocation options for better utilisation of parking spaces

EQUAL OPPORTUNITIES AND GENDER EQUALITY PLAN OF FILMAKADEMIE BADEN-WUERTTEMBERG GMBH 2022–2027

- Application of the Filmakademie for the Diversity Audit of the Donors' Association for the Promotion of Sciences and Humanities in Germany
- Establishment of the Diversity Steering Committee

Cf. paper "Together for Gender Justice", op. cit.