

GOALS, MILESTONES AND TIMELINES GABEN

ANNEX 7 TO THE EQUAL OPPORTUNITIES AND
GENDER EQUALITY PLAN
OF FILMAKADEMIE BADEN-WUERTTEMBERG GMBH
2022-2027

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

4.13.1 OBJECTIVES

Within the framework of the overarching goals now presented, concrete measures and timelines for their achievement are then presented.

It is noted that the Filmakademie is generally committed to the following goals:

- Women should have **the same access** as men to all positions in study, research, teaching, and administration at the Filmakademie Baden-Wuerttemberg.
- The aim is to achieve an **equal distribution of** employees by gender across all offices, pay grades, functions, and management positions.
- **Structures for the improvement of working, training and study conditions are** to be created that support or ensure the quality of the university as well as the realisation of measures for equal rights and equality between women and men.
- The aim is to make it **easier for** women and men to **reconcile caring and nursing responsibilities with work or study**.

4.13.2 MILESTONES AND TIMELINES

In general, the above-mentioned goals can be roughly divided into four areas of measures, following the presentation of the equality policy mission of the Film University Babelsberg KONRAD WOLF and adapting to the specifics of the Filmakademie: Personnel and Organisation; Studies, Teaching and Further Education; Transfer; and Governance and University Culture.¹

Personnel and organisation

- Activities to achieve equal distribution throughout in the area of management positions as well as pay groups in which women are underrepresented, in relevant selection and decision-making bodies
- Staff development measures at all levels
- Recruitment policy measures
- Career advancement of women at all levels of teaching and administration
- Strengthening the family-friendliness of the university and the compatibility of caring and nursing tasks with work and studies.
- Transparent staffing procedures
- Measures to raise awareness of gender equality and diversity issues

Study, teaching, and further education

- Activities to achieve equal distribution of students and teachers, to increase the proportion of female students in areas where women are underrepresented as well as among senior lecturers and in the area of honorary professorships.
- Addressing gender images in film in study content and in film work as well as measures to create awareness and dismantle stereotypes
- Produce a working paper that supports creatives in critically questioning narratives and stereotypes used; possible guides are on the topics of: Gender, LGBTIQ, People of Colour and People with Disabilities for voluntary use along the lines of the UFA.
- In the long term, a monitoring system is to be established regarding the diversity of productions in front of and behind the camera.
- Vocational preparation and promotion, especially for women

Governance and university culture

- Anchoring responsibility for gender equality measures at all management levels
- Communication of the qualitative and quantitative gender objectives, the measures and the achievement of objectives
- in all areas of the Filmakademie, especially at management level

¹ Cf. "Images in Motion: The Equality Policy Mission of the Film University Babelsberg KONRAD WOLF".

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

- Promoting a culture of open discussion, including participatory formats to improve, disseminate and make visible services and measures.
- Preventive measures to avoid discriminatory behaviour: contact points and support services in case of need: implementation of a transparent and structurally new form of complaints management including a notification and complaints office in accordance with the AGG
- A longer-term goal can be the development of incentive systems and targeted allocation of funds to achieve gender goals
- Implementation of a quality assurance, monitoring and analysis system by merging and expanding existing data collection and quality assurance measures

To translate the goals mentioned in **chapter 4.7.1 and the** above-mentioned general measures for gender equality work at the Filmakademie into practical results within a concrete time frame, so-called milestones are defined.

Milestones

Year 1 (2022-2023)

- Confirmation of the office of the Equal Opportunities Officer for Students in accordance with the provisions of this plan and appointment of a deputy.²
- Establishment of an Equality Commission³
- Establishment of a new complaints management or protection concept, including a communication centre.⁴
- Establishment of a working group in event offers in the context of women's advancement as well as gender equality and concrete offers of further training measures⁵
- Continuation of workshops, seminars, and in-house trainings on the topic of "Interculturality & Diversity".⁶
- Continued development of the Filmakademie's guidelines in the "Communication and Marketing" working group and evaluation of the survey conducted⁷
- Implementation of a gender-sensitive indexing of the media offer (library catalogue) under development of a gender-conscious keywording and comparison with *eProjekt*⁸
- Review of means to increase family-friendliness or the compatibility of caring responsibilities with work or study, especially in childcare (premises, cooperation offers, needs analysis) and study regulations.⁹
- Updating the internal project management tool *eProjekt*, to record all team members involved as male, female or diverse.¹⁰

Year 2 (2023-2024)

- Review and, if necessary, adapt communication structures and strategies, including in internal communication and external presentation, as well as comprehensive implementation of the goals for gender-sensitive use of language and images in administration and teaching, among others.¹¹
- Development and application of guidelines in the field of gender-equitable selection and recruitment procedures (action guide for personnel and for selection committees)¹²
- Development of a catalogue of measures to increase the number of female applicants in traditionally male-dominated degree programmes as well as further strategies for the advancement of women in the field of study (including support programmes).¹³

² Cf. chapter 2.2.3.1 Equal Opportunities Officer for Students.

³ Cf. chapter 2.2.3.2 Equal opportunities officers and 4.2.1.1 Internal multipliers.

⁴ See chapter 4.5.6 Measures against (sexual) discrimination and 4.5.7 Measures against abuse of power.

⁵ See chapter 4.2.1.1 Internal multipliers.

⁶ Cf. chapter 4.5.5 "Interculturality and Diversity" programme

⁷ Cf. chapter 4.5.8 Surveys.

⁷ Cf. chapter 4.5.8 Surveys.

⁸ Cf. chapter 4.5.4 Media offer.

⁹ Cf. chapter 4.3.3 Further measures to implement a family-friendly university.

¹⁰ Cf. chapter 5.2 Statistical evaluation / Statistics as a controlling instrument.

¹¹ Cf. chapter 4.5.3 Communication.

¹² Cf. chapter 3.3 The distribution of genders at the Filmakademie Baden-Wuerttemberg.

¹³ Cf. chapter 4.4 Promotion of young women.

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

Total period Year 1-5 (2022-2027)

- Increase the proportion of women in all areas where there is an under-representation, in the workforce and in studies/teaching, with the inclusion or development of appropriate measures.¹⁴
- Continued inclusion of gender equality issues in staff surveys at the Filmakademie¹⁵
- Reflection on the results of the AStA's self-organised survey among students¹⁶
- Supporting or examining any proposals from the staff for self-organisation in company sports.¹⁷
- Review of space requirements for informal or formal exchange or networking with a view to spatial re-organisation.¹⁸
- Regular inspections, if necessary, in cooperation with the local police, on security issues on campus.¹⁹

Further procedure: **Interim evaluation and setting of targets for Year 3 (2024-2025) and Year 4 (2025-2026)** in the course of Year 4 (by 31 October of the respective year at the latest) - with continuous implementation or inclusion of suitable methods for monitoring gender-relevant data in the course of advancing digitalisation (e.g. campus management system, further digitalisation of administrative processes, adaptation of analysis options in existing systems (e.g. *eProject*).²⁰

¹⁴ Cf. chapter 3.3 The distribution of genders at the Filmakademie Baden-Wuerttemberg.

¹⁵ Cf. chapter 4.5.8 Surveys.

¹⁶ Cf. chapter 4.5.8 Surveys.

¹⁷ Cf. chapter 4.5.2 Company sports.

¹⁸ Cf. chapter 4.5.1 Campus infrastructure and space requirements.

¹⁹ Cf. chapter 4.5.1 Campus infrastructure and space requirements.

²⁰ Cf. chapter 5.2 Statistical evaluation / Statistics as a controlling instrument.