

EUROPEAN ROUNDTABLE ON DIVERSITY AND INCLUSION IN THE AUDIOVISUAL SECTOR

10:00 to 15:30, Friday 2 June 2023
La Fémis, salle Jean Renoir, 6 Rue Francœur, 75018 Paris

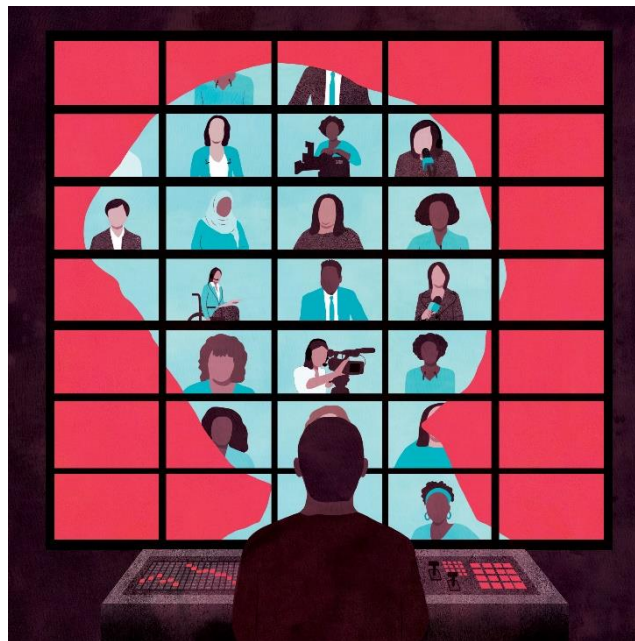


Illustration by Yasmine Gateau

The meeting is the second of a series of four to be organised over two years. They are part of a EU project jointly implemented by the social partners of the European audiovisual sector*, i.e. organisations representing workers (cast and crew, as well as journalists) and employers (commercial and public broadcasters, producers). The overall objective of the project is to improve the capacity of the industry to implement diversity policies. The roundtables aim at clarifying concepts, highlighting practices and experiences, and at inspiring future actions.

The [first roundtable](#) held online on 7 February 2023 looked at better understanding diversity - what we mean when we speak of diversity and inclusion in the audiovisual sector. The second roundtable will build on February's conversations, taking them a step further.

To register to the roundtable: <https://www.surveymonkey.co.uk/r/SH9J8FN>

* The European social partners are: the European Broadcasting Union (EBU), the European Audiovisual Production association (CEPI), the International Federation of Film Producers Associations (FIAPF); the Association of European Radios (AER); the Association of Commercial Television and Video on Demand Services in Europe (ACT), the European Federation of Journalists (EFJ); the International Federation of Actors (FIA), the International Federation of Musicians (FIM), and the Media, Entertainment & Arts sector of UNI Europa (EURO-MEI).

Draft agenda

10:00 Welcome by the European social partners
Key conclusions of roundtable 1 and presentation of the agenda of the day

10:30 **Intersectionality: Navigating the Complexity of Identity and Creating Inclusive Space**

Amrita Das, Didactics and communications specialist
Centre for Teaching & Learning, the Vrije Universiteit, Amsterdam, the Netherlands

Singular labels fall short in capturing the complexity of human identity. They fail to encompass the rich tapestry of experiences and challenges that individuals face. Yet, these labels persist in our society. Why is that? How can we navigate this ever-changing world?

11:00 **The building blocks of a diversity and inclusion strategy**

What are the main objectives and action strands of a diversity and inclusion strategy? This panel will discuss representation in the workforce and on screen, recruitment and retention policies, diversity in leadership, objectives and indicators, anti-discrimination procedures and inclusive work places, among other important topics. The panel will be followed by an exchange with the audience.

Speakers:

- Alexandra Borchardt, Independent researcher, journalist, and consultant, Germany
- Marine Schenfele, Corporate Social Responsibility Director at CANAL+ Group, France
- An Dezeure, Head of VRT JOBS (Recruitment, Talent Scouting, Internships), Belgium

12:30 Lunch break

13:45 **Diversifying profiles and voices: pathways into the sector**

In this panel will be discussed initiatives aimed at opening up new and more inclusive pathways into the sector. We will exchange on education as well as on ways to bring in new people and profiles in audiovisual workplaces and production processes. The panel will be followed by an exchange with the audience.

Speakers:

- Nathalie Coste Cerdan, Director General of La Fémis, France
- Lonneke Worm, Program Head, Cinematographer, Netherlands Film Academy
- Ralph Buchter, President, Séquences Clés Productions, France
- David Collins, Producer, Samson Films, Ireland

15:15 Conclusions and next steps

15:30 Meeting ends