



# **GENDER AND POWER-RELATIONS**

*Annotated bibliography*

with focus on sexual harassment  
and power abuse in the culture  
and creative sector

# IMPRINT

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## LEADER ON „GENDER AND POWER-RELATIONS“ & EDITOR AND RESEARCH COORDINATOR OF ANNOTATED BIBLIOGRAPHY:

IETM  
19 Square Sainctelette  
1000 Brussels  
Belgium  
[ietm@ietm.org](mailto:ietm@ietm.org)  
[www.ietm.org/en](http://www.ietm.org/en)

## AUTHORS:

Yohann Floch, Marie Le Sourd, Marta Keil,  
Ása Richardsdóttir, Carolyn Auclair

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## READING SUGGESTIONS:

We recommend that you download the guide and open it using a pdf reader. You can then click on the web links and consult the resources. Alternatively, you can also copy and paste with a right click the web links of the resources that interest you in your browser's URL field. As this guide is quite long, we advise you not to print it, especially since all resources are web-based.

## SHIFT PROJECT COORDINATOR:

European Music Council  
[www.emc-imc.org](http://www.emc-imc.org)

## TOOLS PRODUCED FOR SHIFT FULLY AVAILABLE ONLINE:

[www.shift-culture.eu](http://www.shift-culture.eu)

## ANNOTATED BIBLIOGRAPHY FULLY AVAILABLE ON THE CULTURAL KNOWLEDGE BASE:

[www.artsmetric.com/project-resources/shift](http://www.artsmetric.com/project-resources/shift)

## DESIGN:

Linus Rudolph  
[www.linusfolio.de](http://www.linusfolio.de)

## SHIFT IS A COOPERATION PROJECT OF THE FOLLOWING PARTNERS:



ON  
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MOVE





## THIS IS SHIFT

The 17 [Sustainable Development Goals \(SDGs\)](#) were adopted by all UN Member States in 2015 and are the 'to-do list' for the entire world until 2030. The aims of these SDGs 'are to end poverty, protect the planet and improve the lives and prospects of everyone, everywhere'. Although culture and arts have not been integrated as an explicit goal, we believe that the cultural and creative sectors have a key role in shaping the transition to more environmentally, socially and economically sustainable societies without leaving anyone behind. Culture and arts are fundamental and transversal in their capacity to support behavioural changes and mobilise collective engagement. As we still demand culture and arts to be integrated in the international agenda post 2030, its role can already be integrated by promoting knowledge to citizens as well as being a tool of the successful implementation of all the 17 SDGs and its targets.

The project SHIFT - Shared Initiatives For Training, co-funded as 'Strategic Partnership' by the Erasmus+ Programme of the European Union, was initiated by nine cultural networks:

- European Choral Association – Europa Cantat - ECA-EC;
- ELIA - globally connected European network for higher arts education
- European Music Council - EMC;
- European Union of Music Competitions for Youth - EMCY;
- Fresh Arts Coalition Europe - FACE;
- IETM - International network for contemporary performing arts;
- International Music Council - IMC;
- On the Move - OTM;
- Trans Europe Halles - TEH.

These networks recognised the need to join forces to work on the global agenda of the 17 UN Sustainable Development Goals and its leaders wished to improve their capacity for giving guidance to their teams, organisations, and members.

It was asked how to tackle the global challenges recognised in the SDGs such as climate change, gender equality, and inclusion of minorities.

Although these challenges are not new and have been part of the work of the SHIFT partners for a long time, it was agreed by the participating organisations that these topics were not yet taken from a leadership point of view. Three SDGs have been selected as starting points to activate change and increase the cultural sectors' awareness on the sustainable goals:

- SDG 5: Gender Equality
- SDG 10: Reduced Inequalities
- SDG 13: Climate Action

Even though the partners have decided to focus on three SDGs, there is a clear connection between these SDGs. Working on achieving one goal will have a positive impact on others such as good health and well-being (3), decent work and economic growth (8), sustainable cities and communities (11), life below water and on land (14 and 15)...

At the same time, the partners are aware that there might be conflicting recommendations to achieve the different goals. To give a very simple but vivid example: One graphic style might be particularly eco-friendly because it would use a very small amount of ink and be produced with less energy, but the same style might not be barrier-free and might be difficult to read for people with visual impairments. All the recommendations therefore have to be contextualised and used with high sensitivity.

The overarching work on cultural leadership has enabled the partners to develop and discover various ways of leading and supporting change to achieve these goals. It was crucial to give tools to leaders to be able to weigh out values and find a path making sense for their organisation, at the time of taking the decision while being aware of different other paths possible.

The partners are happy to share with you the researched and developed material on the four themes of SHIFT: cultural leadership, environmental sustainability, gender and power-relations, and inclusion. **Enjoy!**

This publication is part of the gender and power-relations package which encompasses a lot of complex issues, both in society and more specifically in the cultural sector, hence the common decision to focus on sexual harassment in the culture and creative sectors. The global movement of #METOO, which started in 2017, increased awareness and empowered employees and professionals across the globe to report sexual harassment and other inequalities in the workplace. #METOO brought to the surface the vulnerability and a lack of effective protection mechanisms of anyone facing power abuse, regardless of age, class and gender.

It still remains to be seen whether the wave of empowerment brought by #METOO will have a lasting impact on professional and societal culture. For that to happen, the leaders of the SHIFT Cultural Networks believe focus needs to shift away from victims to structures.

Through a compendium, a research publication, toolkit and this annotated bibliography the partners of SHIFT aim to support organisations to create safe working spaces and equip them with tools, solutions and ideas to fight power abuses and harassment.

A large number of resources exist on the issue even if they can be unequal in terms of contents, accessibility and number depending on the covered countries, sub-sectors and languages in focus. This annotated bibliography does not claim to be fully comprehensive on the subject but tries to introduce on specific entries (policies, campaigns, codes of conduct etc.) accessible online resources that can help end-users to find documents, tools, inspiration, etc. and to design further their own ways to act on the subject depending on their needs and the context they are evolving.

The focus is mostly on Europe with a few international references. In complementarity with this bibliography, the research and recommendations produced within the scope of this work package will also help to delve further in less visible countries and contexts in Europe.



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1

# POLICY REPORTS

## Policy Brief on Sexual Harassment in the Entertainment Industry (2020)

**Author(s):** International Labour Organization

**Type of resource:** Report

**Language:** English

**Keywords:** Violence, Equality, Global

**Web link here** [↗](#)

The document provides an overview of the trends and patterns around sexual harassment in the entertainment industry, and its gender dimensions. It also looks at the legal and political landscape around sexual harassment

and protection and coverage of workers in the industry. The briefing also explores policy options and develop considerations for expanding and promoting the prevention of sexual harassment in the industry.

## Gender Equality: Gender Balance in the Cultural and Creative Sectors. Brainstorming Report (2019)

**Author(s):** Voices of Culture, Structured Dialogue between the European Commission and the Cultural Sector

**Type of resource:** Report

**Language:** English

**Keywords:** Europe, Equality, Discrimination

**Web link here** [↗](#)

The report is the end result of a brainstorming session which took place in Prague on 4-5 September 2019 as part of the Voices of Culture event focusing on Gender Equality: Gender Balance in the cultural and creative sectors. A group of pre-selected European stakeholders came together to discuss the relevant issues and jointly brainstorm about gender inequality and discrimination in all cultural fields

as well as specific means of addressing existing gaps, barriers and issues. Participants identified four priority areas: Equal access for women to the labour market and leadership positions; Gender stereotypes, representation and role models; An end to sexual violence; Systemic gender discrimination.

## Re | Shaping Cultural Policies 2020: Strengthening Gender Equality and Cultural Diversity (2020)

**Author(s):** German UNESCO Commission

**Type of resource:** Report

**Language:** German, English

**Keywords:** Policy, Equality, Global

**Web link here** [↗](#)

The document gathering approaches, strategies and good practice examples in international politics is the result of an international technical discussion that took place in Bonn on 5 December 2019 at the invitation of the German Commission for UNESCO. Experts from Europe,

Latin America and Africa as well as leading employees of UNESCO discussed challenges and strategies for transformative action in favour of gender equality in the cultural and creative industries, among others, during the one-day expert discussion.

## Beijing Declaration and Platform for Action / Beijing+5 Political Declaration and Outcome (1994, 2005)

**Author(s):** UN WOMEN

**Type of resource:** Report

**Language:** English

**Keywords:** Policy, Global

**Web link here** [↗](#)

Considered the most progressive blueprint ever for advancing women's rights, the Beijing Declaration and Platform for Action has been reprinted in this special edition, which also includes a copy of the political declaration

reached at the 23rd special session of the General Assembly in 2000, which reviewed progress towards the Platform for Action five years after its adoption.

## Communication From the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions – A Union of Equality: Gender Equality Strategy 2020-2025 (2020)

**Author(s):** European Commission

**Type of resource:** Report

**Language:** BG, ES, CS, DA, DE, ET, EL, EN, FR, GA, HR, IT, LV, LT, HU, MT, NL, PL, PT, RO, SK, SL, FI, SV

**Keywords:** Equality, Europe

[Web link here](#) ↗

This Gender Equality Strategy frames the European Commission's work on gender equality and sets out the policy objectives and key actions for the 2020-2025 period. It aims at achieving a gender equal Europe where gender-based violence, sex discrimination and structural inequality between women and men are a thing of the past. The implementation of this strategy is based on the dual approach of targeted measures to achieve gender equality,

combined with strengthened gender mainstreaming. The Commission aims to enhance gender mainstreaming by systematically including a gender perspective in all stages of policy design in all EU policy areas, internal and external. The strategy is to be implemented using intersectionality – the combination of gender with other personal characteristics or identities, and how these intersections contribute to unique experiences of discrimination – as a cross-cutting principle.

## Draft Report on the EU Strategy for Gender Equality (2019)

**Author(s):** Committee on Women's Rights and Gender Equality, European Parliament (Rapporteur: Maria Noichl)

**Type of resource:** Report

**Language:** BG, ES, CS, DA, DE, ET, EL, EN, FR, GA, HR, IT, LV, LT, HU, MT, NL, PL, PT, RO, SK, SL, FI, SV

**Keywords:** Europe, Policy, Equality

[Web link here](#) ↗

This motion for a European Parliament resolution dedicated to the EU Strategy for Gender Equality answers the European Commission communication entitled 'A Union of Equality: Gender Equality Strategy 2020-2025', detailing the political engagement for European gender equality policies and the policy framework safeguarding women's rights and gender equality. It covers several key issues

such as the elimination of stereotypes, gender biases and discrimination; eliminating violence against women; digital policies for gender equality; gender mainstreaming in all EU policies and funding of gender equality policies; countering backlashes against gender equality; gender equality through external relations.

## Report on Equality Between Women and Men in the EU (2019)

**Author(s):** European Commission

**Type of resource:** Report

**Language:** English

**Keywords:** Policy, Europe, Evaluation, Cross-sectoral

**Web link here** [↗](#)

This report is the last monitoring exercise by the European Commission on its Strategic engagement for gender equality 2016-2019 that set the framework for EU action to promote one of the Union's fundamental values of equality between women and men. The report took stock

of the main initiatives launched or completed in 2018 and paved the way for the current strategy. With gender equality issues becoming more prominent in the international debates and a clearly enhanced engagement for gender equality on the political scene.

## New Visions for Gender Equality (2019)

**Author(s):** Scientific Analysis and Advice on Gender Equality (SAAGE) / Fondazione Giacomo Brodolini for the European Commission, Directorate-General for Justice and Consumers, Unit D2 'Gender Equality'

**Type of resource:** Report

**Language:** English

**Keywords:** Power Relations, Business, Equality, Europe

**Web link here** [↗](#)

This report has been published at the end of the timeframe of the European Commission's Strategic Engagement for Gender Equality 2016-2019. Evaluating the work programme and drawing preliminary conclusions on how to best build on the achievements to date. The document re-examines the priorities pursued in relation to

gender equality, through various thematic areas: work-life balance, not a women's affair; inequalities, discrimination and welfare; and power relations in society. The report aims to stimulate further policy innovation and ambition in the search for a gender equal society, and targets policymakers in the field of gender equality and beyond.

## Violence Against Women: an EU-wide Survey – Main Results (2014)

**Author(s):** European Union Agency for Fundamental Rights

**Type of resource:** Report

**Language:** English

**Keywords:** Violence, Europe, Cross-sectoral

**Web link here** [↗](#)

This report is based on interviews with 42,000 women across the 28 Member States of the European Union. It shows that violence against women, and specifically gender-based violence that disproportionately affects women, is an extensive human rights abuse. It presents the first results from the most comprehensive survey to date at the level of the EU (and worldwide) on women's diverse experiences of violence. The survey results provide ample support for EU Member States to ratify the Council of Europe Convention

on preventing and combating violence against women and domestic violence (Istanbul Convention), and for the EU to explore the possibility of accession to the convention. The findings further reinforce the need to ensure implementation of existing EU measures for victims of crime, most notably through the EU Victims' Directive. They also serve to underline the importance of targeted EU legislation and policies addressing violence against women.

## Gender Gaps in the Cultural and Creative Sectors (updated 2020)

**Author(s):** European Expert Network on Culture and Audiovisual (EENCA)

**Type of resource:** Report

**Language:** English

**Keywords:** Equality, Europe

**Web link here** [↗](#)

The Work Plan for Culture 2019-2022 selects gender equality as one of the five sectoral priorities for EU action. The purpose of this study is to provide background information and context on the specific challenges faced by women in the cultural and creative sectors for the OMC (Open Method of Coordination) Working Group. The report summarises the main policy developments and recommendations made regarding cultural and creative sectors (CCSs). The main focus of the report is

on understanding the current state of affairs concerning women in the CCSs, the gender gaps at work, and the underlying drivers of those gender gaps. The report provides an overall analysis of gender gaps in the CCSs as a whole and presents examples of the types of initiatives which have been implemented to address these gender gaps. The report culminates in a series of conclusions and recommendations for the reflection of the OMC Working Group.

## Towards Gender Equality in the Cultural and Creative Sectors (2021)

**Author(s):** Directorate-General for Education, Youth, Sport and Culture, European Commission

**Type of resource:** Report

**Language:** English

**Keywords:** Equality, Europe

**Web link here** [↗](#)

The document was established by the Working Group of Member States' Experts as part of the European Agenda for Culture, Work Plan for Culture 2019-2022. This report focuses on the role that culture plays in promoting gender equality and, more importantly, how to achieve gender equality within the cultural and creative sectors (CCS). The EU Member States identified gender equality for the first time as a priority for action in the Work Plan for Culture 2019-

2022. Indeed, there are many reasons that this topic should receive the attention it deserves. Gender equality is a core value of the EU fundamental rights and a key principle of the European Pillar of Social Rights. It is also a precondition for cultural diversity. The promotion of gender equality and the fight against gender discrimination are twin goals of the EU, including in culture.

## Sexual Harassment in the Research and Higher Education Sector - National Policies and Measures in EU Member States and Associated Countries (2020)

**Author(s):** European Research Area and Innovation Committee (ERAC),

Standing Working Group on Gender in Research and Innovation, European Union

**Type of resource:** Report

**Language:** English

**Keywords:** Violence, Education, Europe

**Web link here** [↗](#)

The report explores gender-based violence at all levels of higher education and research and in all disciplines. It underlines the destructive consequences for individuals and institutions as well as for the quality of research and education. The ERAC Standing Working Group on Gender in Research and Innovation conducted a survey in Member States and Associated Countries that covered

the policies, strategies, actions, and measures taken at the national and EU level to address gender-based violence in higher education and research. The survey's focus was on strategies, measures, and actions at the national level, not the university/institutional level. This is an important limitation that guides both the reading of the material, the analysis, and the recommendations in the report.



## Convention on Preventing and Combating Violence Against Women and Domestic Violence (2011)

**Author(s):** Council of Europe

**Type of resource:** Convention

**Language:** French, English, German, Italian, Russian

**Keywords:** Violence, Education, Europe

**Web link here** [↗](#)

This treaty of the Council of Europe opened the path for creating a legal framework at pan-European level to protect women against all forms of violence, and prevent, prosecute and eliminate violence against women and

domestic violence. The Convention also established a specific monitoring mechanism (“GREVIO”) in order to ensure effective implementation.

## German Presidency Conclusions on Gender Equality in the Field of Culture (2020)

**Author(s):** Council of the European Union

**Type of resource:** Policy

**Language:** English

**Keywords:** Violence, Education, Europe

**Web link here** [↗](#)

Despite the impossibility to reach a consensus on the draft conclusions, the German Presidency was in a position to conclude that 24 delegations supported the text, reminding of European values and inviting all parties to foster gender equality. The conclusions encourage the

development of research and data collection, evidence-based policies and support schemes, measures to improve work practices and professional trajectories. They highlight the potential of culture and creative sectors to challenge gender stereotypes and inequalities.

## Ending Violence and Harassment Against Women and Men in the World of Work (2017)

**Author(s):** International Labour Organization

**Type of resource:** Report

**Language:** English, Deutsch, Spanish, Arabic, French, Portuguese, Russian, Chinese

**Keywords:** Harassment, Violence, Global

**Web link here** [↗](#)

This report was intended to facilitate the standard-setting discussion of violence and harassment against women and men in the world of work at the 2018 Internal Labour Conference. The conference paper provides information on law and practice across the world from the perspective of rights, protection and prevention for all. As violence and harassment in the world of work affects all occupations and sectors of economic activity around the world, including the private and public sectors and the

formal and informal economies, the report also takes into account the diverse experiences of workers and sectors affected. The report focuses on the types of violence and harassment in the world of work where international standards are absent or limited, particularly on: work-related physical violence, such as assault; psychological violence, such as mobbing, bullying and harassment; and sexual violence, such as sexual harassment.



2

# CAMPAIGNS AND ACTIVISM

# EXAMPLES AT NATIONAL LEVEL

## Safe Spaces (since 2017)

**Author(s):** Equity UK

**Type of resource:** Portal

**Language:** English

**Keywords:** Campaign, Violence

**Web link here** [↗](#)

A membership organisation, gathering more than 47,000 performers and creative practitioners, formed a Safe Spaces working group in 2017 in the wake of #METOO and the disturbing spate of revelations. The campaign aimed to address the performing arts' sexual harassment

crisis and support Equity members to challenge and report harassment and inappropriate behaviour. The campaign led to the development of guidance for victims of stalking, dedicated podcasts and a hotline with a specialist staff member.

## Prevention Campaigns Against Sexual Violence for Live Music Audiences (2019)

**Author(s):** Live DMA

**Type of resource:** Article

**Language:** English

**Keywords:** Campaign, Violence

**Web link here** [↗](#)

Live DMA, representing more than 3,000 music venues, clubs and festivals from 17 countries, is a European non-governmental network working to support and to promote the conditions of the live music sector. It published an article aiming at explaining what sexual violence is, where it

comes from and why it is crucial that the live music sector grasps these issues. It includes some inspiring prevention campaigns led by network members at national level like in the Netherlands, in Sweden, or in France.

## #WakingTheFeminists (November 2015-November 2016)

**Organiser(s):** Writers, directors, managers, actors, designers, choreographers, technicians, programmers, producers, artists and audience members

**Type of resource:** Portal

**Language:** English

**Keywords:** Equality, Representation

**Web link here** [↗](#)

#WakingTheFeminists, formed in protest against the male-dominated line-up at the Abbey in Dublin for its 2016 centenary programme. The campaign has mobilised women in the arts, the media and beyond to publicly question and expose the mechanisms by which they have been excluded and marginalised. As a result of #WakingTheFeminists

and the discussion it launched, the Minister of Arts asked all National Cultural Institutions to have gender policies in place by 2018, to ensure that those who shape our national cultural identity must make sure women are fairly represented.

## #5050×2020 (May 2016)

**Organiser(s):** Swedish Film Institute

**Type of resource:** Posters, Speeches

**Language:** English, French, Swedish

**Keywords:** Equality, Representation

**Web link here** [↗](#)

The campaign #5050×2020 was launched at the 2016 Cannes Film Festival, when the Swedish Film Institute hosted an event titled FiftyFifty by 2020. Featured speakers were Sweden's Minister for Culture and Democracy, Alice Bah Kuhnke, and France's Minister for Culture, Audrey Auzoulay,

alongside Roberto Olla, the Executive Director of Eurimages, and Anna Serner, CEO of the Swedish Film Institute. Additional participants included Oscar-nominated director Ruben Östlund, producer Emilie Lesclaux, producer Chiara Tilesi, and director Alexandra-Therese Keining.

## PiPA Campaign (since 2015)

**Organiser(s):** Parents and Carers in Performing Arts Campaign

**Type of resource:** Portal

**Language:** English

**Keywords:** Equality, Parenting

**Web link here** [↗](#)

PiPA was created by Actor Cassie Raine and Director Anna Ehnold-Danailov in 2015, to address a lack of provision for parents and carers in the performing arts. Leaders across the arts have responded rapidly and with enthusiasm to new ideas, integrating PiPA into new working structures and approaches.

This support and collaboration has seen PiPA grow exponentially, reflecting an increasingly urgent need for representation and change. They have expanded beyond their roots in theatre, to work with dance, opera and music organisations across the whole of the UK. As a result, a dynamic national company is achieving real change, creating new opportunities across the performing arts.

## Engagement Arts (since 2017)

**Organiser(s):** Engagement Arts

**Type of resource:** Portal

**Language:** English, Dutch, French

**Keywords:** Work Environment, Violence

**Web link here** [↗](#)

ENGAGEMENT is an artist-led movement tackling sexual harassment, sexism and abuse of power in the Belgian arts field. The movement was formed in the wake of #METOO after countless instances of sexual harassment came to light in the Belgian dance community. Since then, ENGAGEMENT

has transformed into an organised platform active across all artistic disciplines, doing work in the professional as well as the educational sphere. Following the campaign, several tools for artists, institutions, spectators and educators were developed and made available online.

# EXAMPLES AT EUROPEAN LEVEL

## European Gender Equality Week (October 2020)

**Organiser(s):** FEMM, European Parliament

**Type of resource:** Portal

**Language:** English

**Keywords:** Equality

**Web link here** [➔](#)

The European Parliament's Committee on Women's Rights and Gender Equality (FEMM) invited all European Parliament committees to hold for the first time a European Gender Equality Week. 2020 marked the 25th anniversary of the Beijing Declaration and Platform for Action.

This important milestone provided an excellent opportunity to discuss the achievements and future challenges for the advancement of girls' and women's rights and gender equality.

## Keychange (since 2015)

**Organiser(s):** Reeperbahn Festival (Germany), PRS Foundation (UK), Musikcentrum Öst (Sweden)

**Type of resource:** Portal

**Language:** English

**Keywords:** Equality, Music

**Web link here** [➔](#)

Keychange aims to accelerate change and create a better, more inclusive music industry for present and future generations. Funded by the European programme Creative Europe, it is an international campaign which invests in emerging talent while encouraging music festivals,

orchestras, conservatoires, broadcasters, concert halls, agents, record labels and all music organisations to sign up to a 50:50 gender balance pledge by 2022. Over 500 festivals and music companies have already signed the pledge.

## CharactHer - Empowering All Talents in the Film and Media Industries (2020)

**Organiser(s):** Le Collectif 50/50, European Commission

**Type of resource:** Portal

**Language:** English

**Keywords:** Equality, Audiovisual

**Web link here** [➔](#)

The campaign focuses on gender equality in the European film and media industries: the key message is that in addition to the obstacles women may encounter throughout their careers, a well-known factor for these persistent imbalances resides in the fact that certain sectors are still considered to be predominantly or exclusively “masculine”. The impact of such views has sustained widespread practice of self-censorship, discouraging some

women from pursuing a wide panel of jobs. The CharactHer campaign aims at debunking these stereotypes and promoting a wide range of professional opportunities that require a variety of different competences. The campaign comes with a toolkit summarising inequality facts and figures, pointing at many available resources and presenting job descriptions.



# EXAMPLES AT INTERNATIONAL LEVEL

## 16 Days (since 1991)

**Author(s):** Center for Women's Global Leadership

**Type of resource:** Portal

**Language:** English

**Keywords:** Violence, Global

**Web link here** [🔗](#)

The Global 16 Days of Activism Against Gender-Based Violence against women is an international campaign originating from the first Women's Global Leadership Institute. It was launched and continues to be coordinated by the Center for Women's Global Leadership. The dates for the campaign were chosen to link violence against

women and human rights and emphasize that gender-based violence against women is a violation of human rights: since 1991, the campaign has been active between November 25, the International Day Against Violence Against Women, and December 10, International Human Rights Day.

## HeForShe (since 2014)

**Author(s):** UN Women

**Type of resource:** Portal

**Language:** Turkish, English, French, Portuguese, Spanish, Arabic, Mongol, Russian, Japanese, Chinese

**Keywords:** Equality, Global

**Web link here** [🔗](#)

Created by UN Women, the United Nations entity for gender equality and the empowerment of women, the HeForShe solidarity movement for gender equality provides a systematic approach and targeted platform where a global audience can engage and become change agents for the achievement of gender equality in our lifetime. HeForShe invites people around the world to stand together as equal partners to craft a shared vision of a gender equal world and

implement specific, locally relevant solutions for the good of all of humanity. Since its launch at the United Nations, by then UN Secretary General Ban Ki-Moon and UN Women Global Goodwill Ambassador, Emma Watson, hundreds of thousands of men from around the world including Heads of State, CEOs, and global luminaries from all walks of life have committed to gender equality.

## #RatifyC190 (since 2019)

**Organiser(s):** International Trade Union Confederation (ITUC)

**Type of resource:** Portal

**Language:** English, Arabic

**Keywords:** Violence

**Web link here** [↗](#)

Whilst both women and men experience violence and harassment in the world of work, unequal status and power relations in society and at work often result in women being far more exposed to violence and harassment. In June 2019, the International Labour Conference adopted a set of robust and forward-looking international labour standards in the

form of Convention 190 (C190) and Recommendation 206 (R206) that aim at preventing and addressing violence and harassment in the world of work, including gender-based violence and harassment. The organisers provide campaign toolkits including for social media.

3

HANDBOOKS AND  
PRACTICAL GUIDES

# EXAMPLES OF GUIDES FOR GENDER EQUALITY

## **Protocole, Proposition d'Accompagnement des Acteurs du Secteur Musical dans la Lutte contre le Harcèlement Sexiste et les Violences Sexuelles / Protocol, Proposal to Support Players in the Music Sector in the Fight Against Gender-based Harassment and Sexual Violence (2020)**

**Author(s):** Centre national de la musique (CNM)

**Type of resource:** Guide

**Language:** French

**Keywords:** Violence, Workplace, Education

**Web link here** [↗](#)

CNM initiated a protocol to help prevent and address gender-based violence in the field of music. In concertation with stakeholders, the institution provides concrete proposals to all public and private employers to implement

gender equality and prevent harassment. The document tackles different situations and proposes measures to ensure safety and support victims.

## **Handbook of Good Practices to Combat Gender Stereotypes and Promote Equal Opportunities in Film, Television and Theatre in Europe (2020)**

**Author(s):** International Federation of Actors (FIA)

**Type of resource:** Toolkit

**Language:** English, French, Spanish

**Keywords:** Equality, Stereotypes

**Web link here** [↗](#)

The handbook is a product of FIA's project on this issue "Engendering Change" that was structured around a series of 5 regional seminars and a final conference. The aim of these events was exchange and mutual learning; and the identification and sharing of good practice in this area. The focus was on coming up with strategies both at the level of performers' unions themselves and at the level of

political advocacy at national and EU level. It is a practical tool, intended to empower and support performers' unions to undertake action on this issue. Equally it can serve as a blueprint providing examples of possible effective political action that decision-makers can pursue. It also highlights ways in which the industry can work from within to change gender portrayal and do away with stereotyping.

## Achieving Gender Equality and Promoting Diversity in the European Audiovisual Sector

**Author(s):** Association of Commercial Television in Europe (ACT), Association of European Radios (AER), European Broadcasting Union (EBU), European Audiovisual Production Association (CEPI), European Federation of Journalists (EFJ), International Federation of Actors (FIA), International Federation of Film Producers Associations (FIAPF), International Federation of Musicians (FIM), UNI Europa – Media, Entertainment & Arts (EURO-MEI)

**Type of resource:** Handbook

**Language:** French, German, English, Spanish

**Keywords:** Equality, Diversity, Audiovisual

[Web link here](#) ↗

The handbook gives an overview of some of the available statistics on the presence of women in the European audiovisual sector. It also highlights initiatives taken by industry stakeholders in different European countries and at different places in the creative value chain to promote the presence of women and other

underrepresented groups on screen and on air, as well as in the workforce. The practices outline the wealth of actions that can be taken to address the different dimensions of gender inequality (structural discriminations in recruitment and career progressions, gender pay gap, unbalanced caring responsibilities, etc.).

## Promoting Women's Voices as a Male Ally (2020)

**Author(s):** Brussels Binder

**Type of resource:** Toolkit

**Language:** English

**Keywords:** Equality, Male Feminism

[Web link here](#) ↗

The toolkit aims to provide practical advice to men in how to be an ally to promote women's voices as an individual, event participant, moderator and organiser. Men have a role to play in the pursuit for gender equality

in not only supporting the women around them but to also recognise how gender equality benefits them and wider society.

## How to Rock the Floor: Stepping Forward & Being Visible (2020)

**Author(s):** Brussels Binder

**Type of resource:** Toolkit

**Language:** French, German, English, Spanish

**Keywords:** Equality, Public Speaking

[Web link here](#) ↗

The toolkit gives practical advice for female professionals to take the floor in public speaking events and develop self-confidence and speaking techniques in contexts where male colleagues lead discussions. The document helps to identify difficult situations such as being

interrupted by a male colleague while speaking on a panel and explore experienced difficulties aligning personal life with participation in events. The guide also provides advice to journalists and event organisers.

## Gender-related Opportunities in the Audiovisual Sector (2018)

**Author(s):** Women in Audiovisual in the Southern Mediterranean (SouthMed WiA)

**Type of resource:** Handbook

**Language:** English, Arabic

**Keywords:** Audiovisual, Equality

[Web link here](#) ↗

The publication has been written to be a useful tool for any individual or organisation involved or willing to get involved into activities promoting the gender balance and gender awareness effort. The research combines information about best practices which may trigger the

establishment of synergies and networking opportunities, together with information on film industry institutions and opportunities with a direct or indirect link to gender which may be of benefit to film professionals.

## Guidelines for a Balanced Gender Approach in Audiovisual Training and Education (2019)

**Author(s):** Women in Audiovisual in the Southern Mediterranean (SouthMed WiA)

**Type of resource:** Handbook

**Language:** English, Arabic

**Keywords:** Audiovisual, Education, Representation

[Web link here](#) ↗

Guidelines for the inclusion of gender issues in audiovisual curricula have been produced, responding to the need to train a new generation of female filmmakers

and promote education that avoids negative stereotypes about women. Education is the key for changing stereotypes, attitudes and behaviours deeply entrenched in culture.

## Better Together: Strategic Network Building for Women & Initiatives (2020)

**Author(s):** Brussels Binder

**Type of resource:** Toolkit

**Language:** English

**Keywords:** Equality, Networking

**Web link here** [➔](#)

This toolkit not only provides tips on strategic network building for women but also for women-led initiatives on how to build synergies and collaborations. The document

gives guidance on how to develop a strong strategic network that can get women ahead in their career and make an impact, especially for those in male-dominated sectors.

## The Silencing Effect: Digital Gender-based Violence Against Women in Leadership (2020)

**Author(s):** Bruegel

**Type of resource:** Video

**Language:** English

**Keywords:** Governance, Violence

**Web link here** [➔](#)

Bruegel, the European think tank specialised in economics, organised an online talk on how women can remain engaged, visible, and relevant in their professional spheres in the context of Covid-19 and digital spaces becoming the main forum for public discussions. The conversation gathered Chiara De Santis, Chief Policy Officer,

GenPol; Monika Ladmanova, Advisor to Vice-President Věra Jourová, European Commission; Michela Palladino, Public Policy Manager, EU Affairs, Facebook; Scarlett Varga, Head of Development. The discussion was chaired by Laura Groenendaal, Research and Projects Associate, the German Marshall Fund of the United States.

## Gender Equality – also a Matter for Men!

**Author(s):** Collective of students, Studienstiftung des deutschen Volkes, Heinrich-Böll-Foundation

**Type of resource:** Handbook

**Language:** German, English

**Keywords:** Equality, Male Feminism

**Web link here** [➔](#)

Following the October 2018 event “Der Mann als Feminist!?” (“Men as Feminists!?”) organised by the Studienstiftung des deutschen Volkes (German National Academic Foundation), a collective of five current and former scholarship holders of the Studienstiftung des deutschen Volkes and the Heinrich-Böll-Foundation investigated further

how men can contribute to a gender-equal society and designed a practical brochure. It explores the importance of men’s commitment to gender equality and addresses several situations where they can act concretely (among men, in relationships and with family, in the public space and in discussions).

## La Question du Genre dans les Rencontres Interculturelles de Jeunes / The Gender Issue in Intercultural Youth Meetings (2019)

**Author(s):** Handbook

**Type of resource:** Handbook

**Language:** French, German

**Keywords:** Youngsters, Cross-sectoral

**Web link here** [➔](#)

The French Centre of Berlin together with L’Union Peuple et Culture coordinated a working group to explore methodologies to address gender issues when organising intercultural youth exchanges. The guide is the result of their efforts to help raise awareness of youth workers

(leisure, education and training, social workers) of gender equality, combat gender stereotypes and discrimination. The document provides practical guidance to enhance intercultural competences and promote gender equality while respecting the diversity of cultural traditions.



## Self-assessment Tool for Organisations (2020)

**Author(s):** Diversity Roadmap, Helvetiarockt

**Type of resource:** Handbook

**Language:** English, French, German

**Keywords:** Music, Evaluation, Equality, Diversity

**Web link here** [↗](#)

The Diversity Roadmap provides simple recommendations for more diversity and equality in clubs and at festivals. The project encourages music stakeholders to take appropriate measures to create spaces that are more non-discriminatory and to actively promote respectful coexistence of different ways of living.

The Diversity Roadmap does not offer ready-made answers and solutions, but helps question, discuss and develop new attitudes and actions, in particular in relation to communication, governance, programming, access, sexual harassment, assault and discriminatory behaviour.

## It Stops Now. Ending Sexual Violence and Harassment in Third-Level Education (2019)

**Author(s):** ESHTe project

**Type of resource:** Handbook

**Language:** English

**Keywords:** Education, Violence, Universities

**Web link here** [↗](#)

The Stop It Now Toolkit shares learning generated through the Ending Sexual Harassment and Violence in Third-Level Education (ESHTe) project and offers a range of resources, covering areas such as policy development, training and campaigning. The Toolkit is designed to be adapted to needs of individual institutes and local

or national contexts. The project also generated the I Stops Now campaign aimed to create a zero-tolerance environment for sexual harassment and violence in tertiary institutions by introducing active campaign tools and organising training and policy-making resources for students and staff.

# EXAMPLES OF GUIDES AGAINST GENDER-BASED VIOLENCE

## **Sexual Harassment, Groping and Assault at Gigs and Concerts What We Can Do About It** (2018)

**Author(s):** University of Leeds with Girl Gang Leeds, The Leeds Music Hub

**Type of resource:** Handbook

**Language:** English

**Keywords:** Violence, Music, Audience

**Web link here** [↗](#)

In the short booklet, researchers present recommendations for different groups to help prevent and respond to incidents of sexual harassment, groping and assault at gigs and concerts. The publication was part of the

Healthy Music Audiences research project that aimed to understand sexual harassment, groping and assault at live music events. It was conducted by popular music and gender scholars of the University of Leeds.

## **How to Deal with Sexual Harassment** (updated 2021)

**Author(s):** FairPlé

**Type of resource:** Handbook

**Language:** English

**Keywords:** Violence, Music, Equality

**Web link here** [↗](#)

FairPlé (Republic of Ireland) aims to achieve gender balance in the production, performance, promotion, and development of Irish traditional and folk music. It advocates for equal opportunity and balanced representation for all.

It published an online guide for sexually harassed workers and volunteers. The webpage also gathers resources available for people seeking advice and support, including for people based in Northern Ireland.

## It's Not That Grey. How to Identify the Grey Area, a Practical Guide for the Twilight Zone of Sexual Harassment (2019)

**Author(s):** Period. Network

**Type of resource:** Handbook

**Language:** English, German

**Keywords:** Violence, Cross-sectoral

[Web link here](#) ↗

Founded in 2016, Period. is a feminist network that connects, empowers and educates women in Brussels, Belgium. The grassroots movement designed a guide based on real-life stories and established a 'Red Flag System', an alert system to detect harassment. The document proposes readers to practice their alert system and compare red flags with an already established list to get an idea of what is not

acceptable. The handbook presents different ways to speak up against harassment, be an active bystander and support people around oneself. Authors discuss the ingrained images and narratives about sexual harassment that are prevalent in society, or how people can make women vulnerable and exploit their vulnerabilities.

## Bullying and Sexual Harassment in the Theatre Workplace (2017)

**Author(s):** #WakingTheFeminists

**Type of resource:** Handbook

**Language:** English

**Keywords:** Violence, Harassment, Theatre

[Web link here](#) ↗

Following the #WakingTheFeminists campaign, the umbrella group Amplify Women, published a practical toolkit on how to deal with harassment and bullying in the workplace. The guide aims to help theatre freelance workers and employees of any gender if they are experiencing

bullying or harassment. It provides advice on making a complaint at work, or a criminal complaint, and includes useful information on who to contact and links to further information.

## An Opportunity to Create Change (2018)

**Author(s):** Commission on Harassment in the Performing Arts, Svensk Scenkonst (the Swedish Performing Arts Association), Teaterförbundet (The Swedish Union for Performing Arts and Film)

**Type of resource:** Report

**Language:** Swedish, English

**Keywords:** Violence, Performing Arts

**Web link here** [↗](#)

Put into place in November 2017, the Commission Against Harassment in the Performing Arts' task was to review and analyse the factors underlying the culture of silence in the field of performing arts, and to propose measures to break this cycle. The Commission was also tasked with proposing measures to create long-term

changes in attitudes that will lead to a complete halt to all forms of harassment. The report presents a number of conclusions regarding the situation of sexual harassment in the performing arts as well as identifies measures and tools to break toxic patterns.

## Hand Out Cards / What to Do If You Are Harassed

**Author(s):** Whistle While You Work

**Type of resource:** Handbook

**Language:** English

**Keywords:** Violence, Dance

**Web link here** [↗](#)

Whistle While You Work is a platform co-directed by Frances Chiaverini (dancer/choreographer) and Robyn Doty (writer/dramaturg) that promotes conversation around harassment, discrimination, and violence towards women and marginalised groups particularly while at work in the

arts, especially in professional dance and performance. The initiative provides guidance to empower women to recognise when they are in a questionable situation or when they are being targeted.

## Resources, Inspiration and Recommended Practices among Performer Unions for Combatting Sexual Harassment (2019)

**Author(s):** International Federation of Actors (FIA)

**Type of resource:** Handbook

**Language:** English

**Keywords:** Violence, Harassment, Performing Arts

**Web link here** [🔗](#)

This manual is the result of FIA member unions' commitment to guarantee workplaces that are free of any form of discrimination, harassment or retaliation. Since October 2017, FIA sexual harassment working group has exchanged practices, strategies and tools to fight harassment and shared resources online. The publication

is intended to be a practical tool for advocacy and a useful model for any union in the sector wishing to develop its own strategy to fight sexual harassment at national level. This manual explores potential policies and tools that can be used and it provides the help and inspiration to get started and bring about change.

## Guide to the Prevention of Sexual Harassment (2021)

**Author(s):** University of Warsaw

**Type of resource:** Handbook

**Language:** English, Polish

**Keywords:** Violence, Education, Universities

**Web link here** [🔗](#)

The guide presents the values promoted by the university as well as the definition of sexual harassment and examples. It addresses related issues such as consent and provides concrete action to avoid problematic situations

and report cases as a victim or a witness. It describes the procedure within the institution and additional legal guidance and external support.

## Healing and Getting Closure After Harassment at Work (since 2020)

**Author(s):** hollaback!

**Type of resource:** Article

**Language:** English

**Keywords:** Harassment, Healing

**Web link here** [🔗](#)

Hollaback! is a global, people-powered movement to end harassment. It collects testimonies, provides guidance and training for preventing all forms of harassment and bullying whether for being a woman, LGBTQ+, a person of

color, or any other marginalized identity. The organisation published an article dedicated to closure and healing after being the victim of harassment which describes the process and provides tips to embark on a recovery journey.

# EXAMPLES OF CODES OF CONDUCT

## Canadian Code of Conduct for the Performing Arts (2019)

**Author(s):** Respectful Arts Workplaces

**Type of resource:** Code of Conduct

**Language:** English, French

**Keywords:** Harassment, Performing Art

**Web link here** [↗](#)

The Canadian performing arts sector organised itself to establish common values, expectations and voluntary commitments to create safer, more inclusive, respectful workplaces where artists can thrive, free from all forms of harassment, including sexual harassment, discrimination, bullying and violence. The code of conduct underlines that

harassment can take many forms including unwanted sexual attention, inappropriate jokes or texts, threats, and other unwelcome verbal, written, visual, or physical communication or conduct. All employers can commit to adopting the code.

## Code of Ethics at the Aleksander Zelwerowicz Theatre Academy in Warsaw (2019)

**Author(s):** Theater Academy

**Type of resource:** Code of Ethics

**Language:** Polish

**Keywords:** Work Environment, Equality, Harassment, Universities

**Web link here** [↗](#)

The Code of Ethics of the Aleksander Zelwerowicz Theatre Academy defines the basic values, rights and liberties on which the social order and interpersonal relations at the Academy are based and addresses all

the Students and Employees of the Academy. It aims at guaranteeing such conditions of the educational process in which artistic freedom, creativity in teaching, and freedom of expression are exercised in a responsible, ethical manner.

## Fair Practice Code: The Code of Conduct for Entrepreneurship and Working in Art, Culture and The Creative Industry (2018)

**Author(s):** Kunsten '92

**Type of resource:** Code of Conduct

**Language:** Dutch, English

**Keywords:** Work Environment, Equality, Harassment

**Web link here** [↗](#)

The Fair Practice Code is a code of conduct for entrepreneurship and work in art, culture and creative industries, based on five core values: solidarity, diversity, sustainability, trust and transparency. The code encourages critical reflection and serves as a guide on how the sector collectively creates a future-proof labour market and professional practice. The Fair Practice Code serves as an

umbrella under which regulations and guidelines can be developed for the various sectors which truly contribute to improving the earnings capacity and development perspectives for professionals in the cultural and creative sector. The Code also encourages the development of these perspectives, where needed.

## Code of Practice for the Feminist (Art) Institution (2017)

**Author(s):** participants of the seminar organised by tranzit.cz

**Type of resource:** Code of Practice

**Language:** English

**Keywords:** Feminist Institution, Working Environment, Visual arts

**Web link here** [↗](#)

Code of Practice is one of the outputs of a seminar held in spring as part of the tranzit.cz 2017 programme. The seminar examined the possible forms of organisations and collectives that wish to be seen as feminist. The Code of Practice for Feminist (Art) Institution translates the feminist

logic into the institutional structure and attempts to imagine how would the institution work if it have followed feminist principles. The Code of Practice has been signed by several (mostly visual arts) institutions and organisations, based in Czech Republic and Slovakia.

## Bullying, Harassment and Unwanted Sexual Attention Policy (2017)

**Author(s):** Royal Court Theatre

**Type of resource:** Code of Conduct

**Language:** English

**Keywords:** Theatre, Harassment, Violence

**Web link here** [↗](#)

This policy is an example of the ambitions for the best possible working environment for all employees and freelancers working with a performing arts institution. Encouraging respectful, considerate, dignified and non-sexualised working relationships, It provides useful

definitions and clear principles as well as reporting mechanisms for any threatening, aggressive, bullying behaviour, harassment or unwanted sexual attention, language or behaviour.

## Kit pour Agir Contre le Sexisme, Trois Outils Pour le Monde du Travail / Kit to Act Against Sexism. Three Tools for the Work Environment (2016)

**Author(s):** Conseil supérieur de l'égalité professionnelle entre les femmes et les hommes

**Type of resource:** Handbook

**Language:** French

**Keywords:** Legislation, Work Environment, Cross-sectoral

**Web link here** [↗](#)

The handbook gives an overview of the French legal environment and particularly the employment legislation that explicitly refers to sexism since 2016. The document explores the multiple manifestations of sexism in the

workplace, from discrimination to sexual harassment, and provides concrete tools for employers, employees and union representatives on how to act within a company. It aims at reinforcing social dialogue and securing career paths.



## Digital Code of Conduct (2021)

**Author(s):** Safe The Dance

**Type of resource:** Code of Conduct

**Language:** English, German

**Keywords:** Online, Sexism, Dance

**Web link here** [➔](#)

Safe The Dance focuses on raising awareness of sexism, violence, racism and inequalities in the music industry, particularly in clubs. This document was designed specifically for the digital space, e.g. for more inclusive video calls, online conferences, etc. that have been more and more used in

daily work practices. The authors, also providing lectures and workshops, gathered concrete advice for creating non-discriminatory and non-judgmental spaces where all participants feel welcome and respected.

## Hinweise zum Einsatz von Empfehlungen für Verhaltensregeln für Sportvereine zum Schutz vor sexualisierter Gewalt gegen Kinder und Jugendliche / Notes on the Use of Recommendations for Codes of Conduct for Sports Clubs to Protect Against Sexual Violence Against Children and Teenagers (2020)

**Author(s):** Die Deutsche Sportjugend im Deutschen Olympischen Sportbund e.V.

**Type of resource:** Handbook

**Language:** German

**Keywords:** Sports, Youngsters, Cross-sectoral

**Web link here** [➔](#)

The document gathers recommendations for establishing codes of conduct for sports clubs to protect children and teenagers against sexual violence. It provides recommendations both on general orientations and practical

communication to sports associations and clubs. Authors underline that the rules are part of a broader prevention action plan.

4

OTHER RESOURCES

## 170 Best Practice & Initiativen, 60 Netzwerke / 170 Best Practice & Initiatives, 60 Networks (2020)

**Author(s):** Deutscher Kulturrat

**Type of resource:** Portal

**Language:** German, English

**Keywords:** Equality, Campaign, Network, Project

**Web link here** [↗](#)

As part of the preparation of the conference Gender Equality in European Culture, a research was conducted to map European-wide best-practice examples as well as initiatives and women's networks which advocate for topics of gender. The online resource presents concrete and

transferable actions and projects, information portals and concrete guidance from across European countries. The archive is composed of 170 best-practice examples and 60 networks – 150 of the networks and best-practice examples are on an international or European level.

## Whistle While You Work on Sexism, Harassment, Feminism

**Author(s):** Whistle While You Work

**Type of resource:** Portal

**Language:** English

**Keywords:** Violence, Workplace, Education, Dance

**Web link here** [↗](#)

Whistle While You Work is a platform co-directed by Frances Chiaverini (dancer/choreographer) and Robyn Doty (writer/dramaturg) that promotes conversation around harassment, discrimination, and violence towards women

and marginalised groups particularly while at work in the arts, especially in professional dance and performance. The initiative provides resources, coping strategies, and plans for action for artists seeking information and support.

## WAH!

**Author(s):** FEDELIMA

**Type of resource:** Portal

**Language:** French

**Keywords:** Equality, Music

**Web link here** [↗](#)

The resource platform Wah! has been created by FEDELIMA, the French federation of live music venues. It allows music stakeholders and their networks, their partners and more generally everyone to understand, reflect upon and analyse the realities, conditions, brakes and possible levers of gender equality in the music industry. It also

promotes initiatives that can inspire and help anyone wishing to engage in an equality process. The platform shares quantitative and qualitative data, good practices, inspiring experiences, contacts that can support people and structures in combating sexism and forms of discrimination.

## Sexism, Sexual Harassment and Abuse of Power in the Arts. A Suggestion Towards Understanding Terminology (2020)

**Author(s):** Ilse Chekierre

**Type of resource:** Article

**Language:** English

**Keywords:** Terminology

**Web link here** [↗](#)

After the ENGAGEMENT statement was published (Belgium), confusion was expressed regarding the use of certain words and the sudden appearance of terminology interwoven in this dense piece of writing. Published in the wake of #METOO and departed from an urgency to address the widespread issue of sexual harassment in the field of

arts and elsewhere, the author wants to define terms in a broader context, more precisely as “an artist-led movement tackling sexual harassment, sexism and power abuse in the Belgian arts field.” These three terms are seen as keys for unlocking the hidden forces behind the gender inequality that is present in the arts.

## Understanding the #METOO Movement: A Sexual Harassment Awareness Guide

**Author(s):** Maryville University

**Type of resource:** Article

**Language:** English

**Keywords:** #METOO, USA, Cross-sectoral

**Web link here** [↗](#)

The #METOO movement, which focuses on the experiences of sexual violence survivors, has earned a large response in part because sexual harassment and sexual assault impact people every day. By sharing their own experiences, the movement's proponents make clear

just how common sexual harassment is. The article helps understand the origins of the #METOO movement, facts about sexual harassment in America, and the options available for someone who has been sexually harassed.

## Encouraging Safer and More Supportive Working Practices in Theatre

**Author(s):** UK Theatre

**Type of resource:** Portal

**Language:** English

**Keywords:** Dignity, Equality, Violence, Performing Arts

**Web link here** [↗](#)

UK Theatre and SOLT are coordinating industry-wide action to ensure that everyone in theatre and performing arts can prevent and tackle harassment and abuses of power and ensure theatre and the performing arts is a safer, more

supportive and inclusive working environment for all in the future. The leading theatre and performing arts membership organisation provides online information, training and legal checklists.

## Sustainability in the Arts – Gender and Power Relations (2020)

**Author(s):** IETM, ELIA

**Type of resource:** Video (The recording presents two SHIFT topics, please start at 1:28:18 to dive directly in the Gender and Power Relations topic)

**Language:** English

**Keywords:** Education, Case Studies, Power Relations

**Web link here** [🔗](#)

ELIA - European League of Institutes of the Arts and IETM - international network for contemporary performing arts conducted a survey amongst ELIA members, in-depth interviews with a few key ELIA members and a seminar done in connection with ELIA's Biennial Conference in November 2020. The pilot was made possible via the valuable contribution of Carla Delfos, former director of ELIA and founder of the Disorderly Women Alliance, and Fríða Björk

Ingvadóttir, rector of the Iceland University of the Arts. The pilot exposed how complex the Power and Gender Relations topic is for arts universities to deal with, all the while highlighting how strong the need is for art universities and other cultural organisations to re-examine work practices and methodologies and jointly work on effective tools to tackle gender inequalities, outdated power relations and sexual harassment and violence within our structures.

## Návrh Genderové Reformy Na Akademii Výtvarných Umění V Praze / Proposal for Gender Reform at The Academy of Fine Arts in Prague (2020)

**Author(s):** Alma Lily Rayner

**Type of resource:** Article

**Language:** Czech

**Keywords:** Education, Equality, Universities

**Web link here** [🔗](#)

The text was created as part of the project Strengthening Gender Equality at Art Universities. The text was available at the Academy of Fine Arts (AVU) to a working group that dealt with gender equality issues throughout 2019 within the project. The result was not only a gender audit, which was discussed with the management of the AVU and the Academic Senate of the AVU, but also

a proposal for the anti-discrimination platform of the AVU, which is currently being discussed. The document contains proposals for changes that are needed to eliminate gender-based violence at the AVU and gradually build a safe and supportive environment for all students as well as AVU staff through a gender reform plan.

## Nismo tražile! (We didn't ask for this!)

**Author(s):** Academy of Dramatic Arts, University of Zagreb

**Type of resource:** Portal

**Language:** Croatian

**Keywords:** Transgressive Behaviour, Harassment, Universities

**Web link here** [↗](#)

A website dedicated to the topic of gender equality and sexual harassment, power abuse, blackmail and discrimination at the Academy of Dramatic Art, University of Zagreb. Initiated by Jasna Žmak, dramaturg, Student

Support Coordinator at the Academy, it serves as a resource of information and practical guidelines on how to react and whom to address if any student or professor has been confronted with transgressive behaviour.

## Harassment and Bullying in the Icelandic Performing Arts

**Author(s):** RIKK – Institute for Gender, Equality and Difference, Kristín A Hjálmarsdóttir (Iceland)

**Type of resource:** Research

**Language:** Icelandic

**Keywords:** Study, Statistics, Harassment, Bullying

**Web link here** [↗](#)

RIKK - the University of Iceland Institute for Gender, Equality and Difference, published a research in November 2020 on sexual and gender-based harassment and bullying in the Icelandic Performing Arts. Researchers conducted

a survey among all members of the performing arts labor unions in the whole of Iceland. The results show that 52% of professionals have been sexually harassed in connection to their work or studying.



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