



Gender Equality Thursday N°2 – October 7th 2pm – 4 .00pm CEST Addressing Bias and combatting stereotypes

As part of the joint EU funded project “Gender Equality on and off the Stage: A Mapping Project of the European Live Performance Sector”, the European sectoral social partners – namely PEARLE*, FIA, FIM and UNI MEI – are organising a series of four two-hour workshops covering different dimensions of gender equality in the Live Performance sector. This Gender Equality Thursdays series will run throughout the Autumn of 2021.

This second webinar focuses on addressing bias and combatting stereotypes. The power of live performance has always been the way it holds a mirror up to society and how that mirror can educate and enlighten us by reflecting the world as it is – or how we would like it to be. Live Performance could be instrumental in changing the way Europeans perceive gender equality. Today, the representation of women in all their diversity remains an issue in the sector, and gender identity and roles are often portrayed in stereotypical ways. How can we ensure a better representation of all women on and off stage? How can we foster a fair and accurate portrayal of women and men, free of stereotypes and sexualisation? How can we overcome gender roles at work, and encourage women and men to explore other career paths? The event will be moderated by Gender Equality Consultant Anne Boukris

Keynote Address: Nike Ayinla, project developer, producer and presenter: “Live Performance & Inclusion: Creative Approaches to Social Issues”

Breakout Sessions: Each of the panellists will join a short interactive breakout session with webinar participants to further discuss the challenges highlighted by the keynote speaker, to answer questions and to take stock of the different national situations.

Closing Debate with our Expert Panel:

- **Rachida Lamberet, Social Fund Podiumkunsten** - The challenge of embedding gender equality in day to day management in the Live Performance Sector
- **Dr Ian Manborde, Equity UK** – Developing a constructive approach to Live Performance Criticism and its impact on aesthetics and stereotypes
- **Belinda Stieve, NEROPA & Casting** – A systematic and structured approach to inclusive casting

Meet the speakers:



Nike Ayinla studied International and European Law (specialized in human rights) at The Hague University of Applied Sciences. After her studies, she was driven to explore other creative ways to solve social issues that went beyond legal frameworks. Because Nike's thought process is solution-oriented combined with optimism, she has since then had a growing passion for projects and programs within the arts / culture and humanitarian sector. For example, by working for organizations such as Humanity House, The Dutch Council for Refugees and The National Theatre. As a founder and producer Nike also develops and produces her own projects at her studio, Orisun. She and her team produced two successful projects since 2018: "How to Start a Label", "[Homegrown](#)" and their latest project "Third Culture".



Rachida Lamberet has a legal background. She is project coordinator with the Social fund or the performing arts in Flanders (BE) of sCan&Do since 2018. She also teaches at the higher education institute Odisee and is involved as assistant on practical cases for the law department on discrimination at the Legal Clinic of the Ghent University. Rachida Lamberet also writes novels and theatre texts.



Dr. Ian Manborde is Equity's Equalities and Diversity Officer. In this role he oversees the union's work in devising policy and strategy to improve access to work, and working conditions, for all union members, but particularly for those who have faced systemic, historic marginalisation and exclusion. He has been in this role since October 2017. Prior to this he worked across the UK, EU and internationally in various roles developing and delivering education and training activity for trade union staff and activists.



Belinde Ruth Stieve is a German film & TV actress who has been analyzing the film and TV industry both on- and off-screen since 2013. To counterbalance gender inequality and the lack of diversity in cast and crews Stieve develops innovative approaches, gives talks and workshops, and collaborates on an international scale. In 2016 she created the NEROPA™ (Neutral Roles Parity) method to increase the share of women in scripts and the level of diversity in casts. She also coaches production companies and TV stations who want to work with this method.

<http://neropa.stieve.com/en/>