

**FIA CONGRESS RESOLUTION N. 4 ON UPHOLDING CULTURE, DIVERSITY, AND DEMOCRATIC FREEDOMS AGAINST THE THREATS OF AUTHORITARIAN, REACTIONARY, ANTI-DEMOCRATIC IDEOLOGIES AND FORCES NETWORKING AROUND THE WORLD**

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WHEREAS culture—and the artists at its core—plays a vital role in fostering democracy, diversity, equality, and inclusion, including by enabling a critical reflection on society;

WHEREAS the rise of globally networked, authoritarian, reactionary ideologies promoting hatred and division in society and at all levels of government is a matter of deep concern, as it contributes to societal polarization and poses a direct risk to an open, diverse and humanistic society;

WHEREAS these forces are initiating a fundamental shift in cultural policy, marked by public declarations and legislative actions, undermining freedom of expression, attacking diversity in the arts, and drastically reducing resources for those who sustain cultural diversity and pluralism;

WHEREAS this disturbing trend is likely to intensify in the coming years, with serious implications for artists, performers, and all cultural workers - also threatening to the wider communities from which many artists and creatives come, or with which many are identified;

WHEREAS history teaches us the vital importance of confronting these ideologies and political forces wherever they emerge, and the consequences of failing to do so must not be forgotten;

WHEREAS union members and representatives must be equipped with the tools, authority, and solidarity necessary to resist these threats effectively and to uphold artistic freedom, diversity, and democratic principles,

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*THEREFORE, BE IT RESOLVED that the 23<sup>rd</sup> Congress of the International Federation of Actors (FIA), meeting in Birmingham, UK, from November 12 to 15, 2025:*

*Affirms that the fight against these forces and ideologies is a trade union issue, not only a political one;*

*Recalls the important work the Federation has historically undertaken in this regard and underlines the continued need for action today;*

*Acknowledges that these forces and ideologies pose a serious threat to the Federation's work and that of its affiliates in promoting and extending diversity in our industries.*

*BE IT FURTHER RESOLVED that FIA shall:*

*Facilitate, through a dedicated working group, the sharing of information and experiences relating to attacks on artistic freedom and fundamental human rights by these forces and ideologies, as well as threats to diversity and inclusion in the arts and among cultural workers, and strategies for countering them;*

*Support and encourage its affiliates, and the artists they represent, in resisting these forces and ideologies, by any means possible;*

*Collaborate actively with sister federations UNI MEI, FIM and IFJ, as well as with the broader trade union movement, in addressing these shared challenges;*

*Develop joint training sessions and workshops tailored to equip affiliates and their members with the knowledge, tools, and resilience necessary to protect artistic freedom, cultural diversity, and democratic values in their respective countries.*

*Birmingham, November 15, 2025*