

## Experimenting For Equality: International Policy Summit on Gender Inequality in Global Screen Industries

### GRADUATE POLICY ANALYSIS WORKSHOP & STUDENT DELEGATE OPPORTUNITIES

Since 2014, there has been a proliferation of institutional policy experiments to address gender inequality in the screen sector. National and sub-national jurisdictions across North America, the EU and Australasia have introduced a variety of initiatives to address inclusion and representation issues in the storytelling workforce. These include normative financing by public bodies in which gender diversity on key creative teams is a funding prerequisite; skills upgrading, professional development, and internships to ensure there is a gender diverse pipeline for key creative positions; sponsorship and mentoring programs to address issues of exclusionary networks; and various subsidy programs designed to incentivise capital to diversify their hiring choices. Perhaps most importantly, these experiments are in early stages.

The diversity of the approaches themselves is of intellectual and policy value, and worthy of extended deliberation with the key actors involved. Jurisdictions often employ one or more experimental approaches simultaneously. Furthermore, the various approaches indicate diversity in the conceptualisation of the root cause(s) of gender inequality in the screen sector, and thus consequentially the focus of the policy intervention. Industry 'record and report' strategies seemingly indicate that tentative progress is being made, although fundamental blockages still remain, particularly in the most lucrative and prestigious genres of prime-time scripted programming and feature film production.

In order to facilitate an interrogation of this moment, the Interuniversity Research Centre on Globalization and Work ([www.crimt.org](http://www.crimt.org)) and Women In View ([www.womeninview.ca](http://www.womeninview.ca)) are co-hosting *Experimenting for Equality: International Policy Summit on Gender Equality in Global Screen Industries* on November 19 & 20 at the University of Montreal.

The summit has three key aims:

1. To gather, by invitation, industry stakeholders and policy decision makers who have demonstrated global leadership in policy and program experimentation to address gender inequality in the screen sector within their national and subnational jurisdictions. The framing of gender in this event is inclusive, and recognises the ways in which gender intersects and interacts with other ascribed and invoked social identities, including but not limited to race, class, age, ability, and sexuality.
2. To facilitate a sustained, comparative, reflexive and focused international "living library" dialogue between industry leaders, policy decision-makers and academics about the various policy and programmatic experiments underway to address gender inequality in the screen sector.
3. To generate a compendium summary document that critically evaluates the various experiments within the context of the key themes interrogated over the two-day summit.

The objectives of the summit are threefold. First, to interrogate the conceptual framing of the root causes of gender inequality in the screen sector; second, to facilitate an imaginative debate around who might be involved as transformational change agents and

gender equity innovators; and third, to articulate a nuanced narrative in relation to the necessity of promoting long-lasting industry transformation.

The conceptual focus of the summit draws upon Bacchi's 'What's the Problem Represented to be?' (WPR) policy analysis approach. WPR starts from the premise that what one proposes to do about something reveals what one thinks is problematic (needs to change). Following this thinking, Bacchi advances an important and compelling explanation of the need to account for the ways in which policies and policy proposals contain implicit representations of what is considered to be the 'problem' (Bacchi, 2012). The application of Bacchi's framework in the context of this summit will be to query of the object of a policy intervention (e.g. women, institutional gatekeepers, distribution models, for example) in order to evaluate the logics that underpin the policy rationale. Thus we can begin to evaluate how these experiments conceptualise the root causes of gender inequality in the screen sector as an underexplored theoretical frame that influences the ability, or likelihood, of the current experiments to promote long-term industry transformation.

### **Opportunity # 1 - Graduate Research Methods Policy Analysis Workshop: What's the Problem Represented to Be? Or WPR approach.**

**Date: Tuesday, November 13, 2018**

**Location: 3744 Rue Jean Brillant, Room 415.**

**Time: 10.00am – 3.00pm. Light lunch provided**

**Number of Spaces: 20**

**Registration: <https://www.eventbrite.ca/o/amanda-coles-interuniversity-research-centre-on-globalization-and-work-crimt-17866754899>**

As a graduate training and professional development opportunity tied to the summit, CRIMT researchers Amanda Coles and Emilie Genin are offering a one-day policy analysis workshop for graduate students. The interactive, student-facing research workshop will cover the theoretical foundations of Bacchi's 'What's the problem represented to be?' (WPR) conceptual framework and methodological approaches for WPR policy analysis. This will involve a generalised review of policy objects and agents, as well as systematic approaches to analysing policy discourses. Students will work with examples from the summit pre-briefing documents in the workshop as the foundational training materials. The workshop will also involve student-led discussions about how this approach may be of use in their own current or future research projects across a range of research areas, and how WPR complements and/or challenges other policy research paradigms.

The graduate workshop will be delivered in English. Space is limited. Please register early to secure a space.

### **Opportunity #2 - Graduate Student Summit Delegates**

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**Date: November 19 and 20 at the Université de Montréal.**

We are also offering space for five (5) graduate students to attend the summit itself, which will be bilingual. Graduate students will have the opportunity to participate in the mini-think tanks of international policy, industry and academic leaders to develop an action-plan for a fictionalised case study over the two-day summit.

Attendance at the policy workshop is a prerequisite for summit participation. Students interested in attending the summit should send an email of no more than 500 words (and preferably less) explaining why they wish to participate in the summit. Their answers should focus on their research activities and interests. We particularly invite applications from under-represented researcher communities in the Canadian national context, including but not limited to linguistic, racial, ethnic, non-binary gender, ability, age and citizenship communities.

French applications for graduate student summit delegates should be sent to Emilie Genin [emilie.genin@umontreal.ca](mailto:emilie.genin@umontreal.ca) by 9am on Monday, November 5, 2018.

English applications for graduate student summit delegates should be sent to Amanda Coles at [Amanda.coles@deakin.edu.au](mailto:Amanda.coles@deakin.edu.au) by 9am on Monday, November 5, 2018.

We thank everyone in advance for their interest in joining the summit delegation. Successful applicants will be notified via email no later than 5pm on Wednesday, November 7, 2018.

#### Reference:

Bacchi, C. (2012). Introducing the “What’s the Problem Represented to be?” Approach. *Engaging with Carol Bacchi: Strategic interventions and exchanges*, 21-24.