



Gender Equality Thursday N°4 – November 18th 2pm – 4 .00pm CET Equal Access to Decision-making & Leadership Positions

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 fourth and final webinar tackles the issue of equal access to women to decision-making and leadership positions in the live performance sector and will take place on November 18th, 2021.

In the EU, only 7.5% of board chairs and 7.7% of CEOs are women. This significant gender gap in decision-making positions is characteristic also of the Live Performance sector. Underrepresented in leadership positions in the sector, women usually earn less than their male counterparts and very often have to bear the burden of responsibility for caring. How can we reduce the gender pay gap? How can we lift the “care penalty” and guarantee better work-life balance for women and for men? How can we create fairer selection processes for leadership positions, and overcome unconscious bias?

The event will be moderated by Gender Equality Consultant Anne Boukris

Keynote Address: Sine Hannibal, General manager of the Danish Composers’ Society.

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:

- **Cornelie Kunkat, Deutscher Kulturrat** – Mentoring programmes as a tool for change
- **Fatima Anllo**, Observatorio de Creación Independiente – Driving change in Spain
- **Wendy Gadian** – Co-founder of the Ladies of the Stave Initiative in the UK.

Meet the speakers:



Sine Tofte Hannibal is the general manager of the Danish Composers' Society. Gender equality, diversity and the meeting between audiences and live music are topics that she continuously focuses on and works with at the Danish Composers' Society and within the field of new music. She has a background as project manager for festivals and ensembles for experimental music, projects that engage children and young people in music, and as facilitator of Nordic and European networks on audience development.



Dr. Cornelia Kunkat studied American Studies, Politics and Philosophy in San Francisco and Munich. After various positions in cultural management, she worked for the agency Scholz & Friends and later at the Federal Association of German Foundations. Since 2017 she has been a consultant for women in culture and media at the German Cultural Council. Her main fields of work here are the establishment of a contact and advice centre for questions regarding gender justice, the connection of existing women's associations and the conception and implementation of a nationwide mentoring programme for women in management positions in culture and the media.



Fatima Anllo Vento is a Spanish cultural researcher and expert in cultural policy and one of the pioneers in the introduction of cultural management in Spain. Her main areas of research are cultural policies and collective action, especially everything related to citizen participation in the arts and democratic development and governance. She is currently executive director of the Observatorio de Creación y Cultura Independientes, of which she is the founder. She is also recognized for her defense of feminism and her efforts to achieve "the empowerment of women managers" in her own words. In May 2021 she was elected president of the Spanish association Clásicas y Modernas.



Wendy Gadian is Course Leader and Principal Lecturer for the BA (Hons) Acting Musical Theatre at the Royal Central School of Speech and Drama, University of London. She trained as a first-study pianist at Chethams School of Music, University of Reading, Royal Northern College of Music (postgraduate piano accompanist). Wendy has served as External Examiner for BA and MA musical theatre courses at RWCMD, RSAMD and Guildford School of Acting, University of Surrey. She holds a Visiting Professorship in Musical Theatre at Universidad del Rosaria, Bogota and also an honorary award as Ambassador for Women in Musical Theatre from the Musicians' Union. She is co-founder of Ladies of the Stave which, through networking, mentoring and education works to promote women as musical directors and pit players.