



Europa Distribution Mentoring Programme for Women in Distribution

Why EDMentorShe?

Europa Distribution is proud to count among its members a very high number of women distributors who, with their taste and sensitivity, are shaping the present of independent film distribution. And yet, as data on gender equality show, we know that we can do better. **To fill the gender gap and further encourage women working in distribution to set their goals, to feel entitled, to dream big,** following the success of the first editions, we are now launching edition of our mentoring programme, which is modelled on similar successful initiatives.

The programme in a nutshell

EDMentorShe is a one-to-one mentoring programme dedicated to **women working in film distribution**, from a Mentor woman to a Mentee woman. Unlike other existing Europa Distribution's activities, this scheme does not aim at constituting a training for groups with general objectives. Mentoring is a career coaching that focuses on the needs of the mentee to develop/reinforce specific competences, skills, and a problem-solving attitude. It follows a career-development coaching path, aimed at **supporting women leadership and gender balance in the sector**. It also offers a **safe space** for tackling issues that would be difficult to raise in other contexts, and where mentors can offer their advice in complete respect of confidentiality.

For these reasons the structure of the programme depends on each individual pair and it is completely based on the specific needs of the mentees and on the relationship between mentor and mentee. When entering the programme mentees are asked to define a realistic set of goals they wish to achieve throughout the year and, based on those, each pair defines its own action plan. Mentors contribute by developing mentoring sessions that include discussions and exercises on different topics based on their own professional experiences and competences.

Following the feedback from participants of the first edition, at the beginning of the programme Europa Distribution will organise an online meeting dedicated to mentors to exchange ideas, good



practices and inspirations to prepare at best covering their role. Another online meeting for mentors only would be set up at mid-term (January 2023), to share questions, solutions and tools that will be added to the growing toolbox.

Each pair will have digital mentoring sessions at minimum once a month during 6 months. At the end of the period, a physical meeting with all participants will be organised in Brussels in order to share together the main learning points as mentors and mentees and increase their network.

A report on the programme and the final workshop will be written and made available to the participants and all ED members, while an article will be published on ED's Blog and social media as well as on Cineuropa.

Who can apply and how?

This scheme is open to all distributors who identify themselves as women. There are no age restrictions neither for mentors nor for mentees.

MENTEES

Applicants must be employed for at least one year by a European independent film publisher and distributor. In order to apply, the candidate needs to fill this [google form](#), explaining why she would like to take part in the programme and highlighting the goals she wishes to achieve as the topics she wishes to tackle. She must send her CV in English and pdf format to Europa Distribution (communication@europa-distribution.org). **Deadline: 19 August 2022.**

Selection criteria for mentees

Europa Distribution and the Selection Committee composed of ED Board members manage the pairing processes, based on the following criteria:

- Clarity of their specific goal set for the mentorship programme
- Evaluation of the participant's experience and motivation
- Evaluation of the matches between the applicants and the mentors available



MENTORS

Applicants should have 10 years of professional experience and at least 5 years in the field of independent film publishing and distribution if they come from a different background. In the case of Mentors who have recently retired, they need to have been active in distribution in the previous 3 years.

Applicants should fill this [google form](#) and send their CV in English and pdf format to Europa Distribution (communication@europa-distribution.org) by **19 August 2022**.

Besides relying on spontaneous applications, Europa Distribution will also identify candidates based on mentees applicants' suggestions and on personal connections with women distributors working in senior positions, including recently retired women in distribution.

Mentors can invoice a € 500 fee to Europa Distribution.

Calendar

- Deadline for applications: 19 August 2022
- Match-making & announcement of participants: September 2022
- Online meeting for mentors: October 2022 & January 2023
- Mentorship period in remote: September 2022 – Spring 2023
- Final group session with all pairs in Brussels: Spring/early summer 2023

How does it work? Structure & Toolbox

After the pairing is done in agreement with the participants, the EDMentorShe coordinator will help arranging each pair's first Skype meeting and introduce the mentee to the mentor. On this occasion the pair is asked to:

- Sign a Confidentiality Agreement
- Discuss and sign an "Action Plan" to define together the realistic goals of the programme, the timeline, and how they wish to structure their communication (frequency, duration, methods). As mentioned above, the contents of the programme for each pair will be based on the specific needs of the mentees and on the relationship between mentor and mentee.



In order to facilitate the process, Europa Distribution has created a toolbox of exercises, questionnaires, topics for discussion and suggested activities meant to inspire the participants. Participants are most encouraged to enrich the basic set of toolbox with additional proposals for the benefit of other pairs and future participants!

Throughout the duration of the programme, the EDMentorShe coordinator will get in touch with the pairs every month to offer assistance and collect ideas, feedbacks and questions.

Two online sessions dedicated to mentors will be organised both at the beginning of the programme and at mid-term.

At the end of the programme all the participants will be invited in Brussels to have their wrap session – finally in person! – and to meet all the other participants of the programme.

Logistics

For the final meeting in Brussels, Europa Distribution will book and cover 2 nights' accommodation for all participants. ED will totally reimburse **mentors'** travel costs, and participate to the travel costs of the **mentees** as follow:

By plane: 75% of the travel costs, up to € 150 for distributors coming from Media distribution country categories 1,2,3 and up to € 200 for distributors coming from country category 4.

B train: it is the same but the caps are €250 and €300

The logo for 'let's TALK' is centered on a purple rectangular background. The text 'let's' is in a smaller, lowercase font with dots above the 'i' and 's'. Below it, the word 'TALK' is in a larger, uppercase font. A thin horizontal line is positioned below the word 'TALK'.