



**SWAN PLEDGE  
FOR PARITY AND DIVERSITY  
IN CINEMA, AUDIOVISUAL & ANIMATED IMAGES FESTIVALS**

SWAN holds the signatories to the following commitments:

- To compile statistics according to gender, especially those regarding the number of films submitted to selection, in order to accompany SWAN with reliable data;
- To make visible the list of the members of selection committees and programmers: the aim is to put aside any suspicion of a lack of inclusion and parity while allowing the festivals to fully pursue their editorial and strategic choices.
- To commit to a transformation schedule of the executive bodies of festivals to reach parity in the current mandate period of these bodies.
- Each exercise of the transitory period will allow for annual communication to the signatories on the status of progress made.

Bern, October 30<sup>th</sup> 2019

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