



SWISS WOMEN'S AUDIOVISUAL NETWORK

SWAN

Annual Presidency

Report 2019



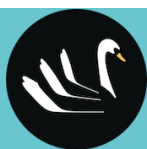
Written and presented by Gabriel Baur and Stéphane Mitchell, Co-Presidents of
Swiss Women's Audiovisual Network (SWAN)

Bern, October 2020

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FESTIVALS, PLEDGES AND DATA COLLECTION

The year started with a bang, with the signing of the Festival **Pledge for Parity and Inclusion** (which was started in France, at Cannes by our sister organization Collectif 5050) at **Solothurner Filmtage**, with Director Seraina Rohrer and President Felix Gutzwiller, along with Pledge Godmother, Producer Tiziana Soudani.

Five more festivals signed the pledge this year:

In March, FIFF Festival International du Film de Fribourg : **FIFF** Director Thierry Jobin and President Mathieu Fleury, along with Pledge Godmother, Director and Actress **Magaajyia Silberfeld**.

In April Visions du Réel, Visions du Réel Artistic Director Emilie Bujès and Vice-President Gilles Pache, along with Pledge Godmother, Editor **Isabel Meier**, and SWAN Co-Presidents Laura Kaehr, Stéphane Michell and Gabriel Baur.

In July, at NIFFF., Director Anaïs Emery and President Nathalie Randin, along with Pledge Godmother, Producer Annick Manhert, SWAN Co-Presidents and Executive Committee members.

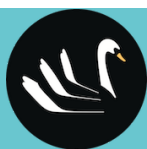
ZFF Directors Nadja Schildknecht & Karl Spoerri **signed the pledge in September.**

Finally **in October Shnit Worldwide** was the first short-film festival to sign the pledge, with Co-Presidents Ekaterina Tarasova & Olivier Van Der Hoeven signing it.

The Festival pledge is a commitment to provide gendered statistics about films submitted to the festival or considered by the festival, and the final selected films. It's also a commitment to reach or maintain parity and add diversity to governing bodies and film selection committees and provide transparency in these governing bodies and selection committees.

SWAN was also in discussion with the Federal Office of Culture (BAK/OFC) to include the SWAN pledge gendered statistics as well as the gendered list of selecting committee members and governing bodies members in the form that BAK supported festivals must fill out.

The BAK announced that it will add this data collection to their official formular in June, during the Geneva Eurimages GENDER EQUALITY OUTREACH MEETING in front of Eurimages representatives from across Europe where the BAK presented the Pledge and discussed its repercussions with Anaïs Emery, NIFF Artistic Director , Emilie Bujes, Visions du réel Artistic Director and Nadia Dresti, Locarno Film Festival Head of Locarno pro. Rachel Schmid moderated the discussion.



The Conference of festivals approved the proposal in July. Starting in 2020, BAK supported festivals will report their pledge statistics to the BAK. SWAN's logo appears on that page of the form.

SWAN was additionally very happy to see that Lili Hinstin was selected to take over the artistic direction of the Locarno Film Festival from 2019 on, making her the second woman to helm the A list Festival.

A year after the historical signing of the Pledge for parity and inclusion, **Locarno Festival's** new Artistic Director **Lili Hinstin** presented the **first gendered numbers** : Women directors made up 27% of the submitted feature films and 35% of the selection. Women directors made up 37% of the submitted short films and 31 % of the selection

The selecting committees reached parity, as well as the directing bodies of the Festival. The juries were well balanced and for the first time, a woman was President of the jury of the Festival's most prestigious competition: French Director Catherine Breillat. The governing body, the Association, has not yet reached parity. The pledge asks the festival to reach parity in the shortest time period possible as Locarno Festival's Association is composed of 26 members, but counts only 3 women.



Solothurner Filmtage President Felix Gutzwiller, signing the pledge.

Picture by Solothurner Filmtage.

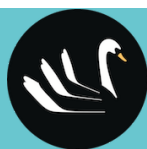




Sat down, from left to right, Solothurner Filmtage President **Felix Gutzwiller**, SWAN Co-Presidents **Gabriel Baur** and **Laura Kaehr**; Festival Director **Seraina Rohrer**; Pledge Godmother **Tiziana Soudani** and SWAN treasurer **Julia Tal**. In the second line, SWAN Co-President **Stéphane Mitchell** (middle) with SWAN Executive Committee, Co-opted and Commission members **Elisa Garbar**, **Priscilla Frey**, **Ivana Kvesic**, **Ana Castañosa**, **Reta Guetg**, **Anaïs Voirol**, **Bernadette Kolonko**. Picture by Solothurner Filmtage.



Visions du Réel Artistic Director **Emilie Bujès** signs the pledge. Picture by Nicolas Brodart.

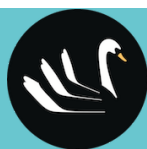




In Nyon, **Emilie Bujès** shows the pledge together with Visions du Réel Vice President **Gilles Pache**, Pledge Godmother and Editor **Isabel Meier** and **SWAN Co-Presidents**.
Picture by Nicolas Brodart.



Zurich Film Festival Directors **Karl Spoerri** and **Nadja Schildknecht** and SWAN Co-Presidents **Gabriel Baur** and **Laura Kaehr**. Picture by ZFF.

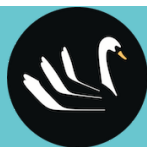




On the left, **Neuchâtel International Fantastic Film Festival** President **Nathalie Randin** signs the pledge.

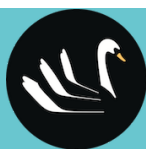
Below, from left to right: SWAN executive members **Reta Guetg**, **Ivana Kvesic**, **Orane Burri**, SWAN Co-President **Gabriel Baur**, NIFFF President **Nathalie Randin**, NIFFF Director **Anaïs Emery**, Pledge Godmother and Producer **Annick Manhert**, and SWAN Co-Presidents **Stéphane Mitchell** and **Laura Kaehr** (front).

Pictures by Miguel Bueno.





Shnit Worldwide Short Film Festival Co-Presidents **Ekaterina Tarasova** & **Olivier Van Der Hoeven**, SWAN Co-Presidents **Stéphane Mitchell** and **Gabriel Baur**, and SWAN Executive Committee member **Priscilla Frey**.



PANELS, WORKSHOPS AND NETWORKING EVENTS

SWAN held three successful panels, all of which co-organized with new partners:

Where are the Women? Gender Equality in Film Production

at **Visions du Réel Film Festival**, co-organized in partnership with **SSFV** and the festival;

Moderator: **Stéphane Mitchell** - Screenwriter & SWAN Copresident

Speakers: **Joëlle Bertossa** - Producer, **Marianne Roussy** - Sound Engineer, perchwoman, **Jela Skerlak**- Head of Distribution & Diversity, Film Department, Federal Office of Culture FOC.

Jela Skerlak presented the gender map data collection that the BAK is doing, and the panelists discussed the lack of women on set in technical positions, how to promote more women in key positions. Through central issues, such as hiring opportunities, wage inequality and the work environment, this roundtable focused on raising awareness and foster both reflection and debate on this topic within the industry. Discussed were: a wider gender data collection as some key film technician departments like film composing, sound design and also cinematography are heavily underrepresented, the consequences of the boys club network and the need for more female directors/producers teams, an accessible database with female film professionals/film technicians and mentoring incentives.

The SSFV recorded the event so that the content is now available as a podcast. The event was full, with around 80 attendees.

Beyond #metoo, a discussion with actresses

at **Locarno Festival** in cooperation with **#Femaleact**

with the generous support of our original sponsor **ARF/FDS**

The "Beyond #metoo" round table with actresses **Barbara Giordano, Marie-Eve Musy, Mona Petri** and **Corinne Soland** from **#FemaleACT**, moderated by SWAN Co-President, Author, Director **Gabriel Baur**, focused on concerns of actresses and proactive perspectives, also in a wider sense. How are working conditions affected and dealt with in regard to equal opportunities, equal pay or more diverse roles breaking through stereotypes. The actresses gave vibrant testimonies of how overt and covert sexism, gendered stereotypes and sexual harassment had affected them, as early as acting school, all the way to casting situations and on set. They also told how they found ways to fight back : by creating a one- woman show tackling the issues, by seeking out roles that were gender non conforming, by focusing on their skills. Corinne Soland introduced the new association for actresses (Stage and Film) **#FemaleAct** and explained how the association intends to address the specific sexism barriers that affect actresses (agism, barbism etc). Anja Schärer from **#FemaleAct** presented a gender study from Scandinavia.



The Gender Gap in Film Criticism

at **Zurich Film Festival** in partnership with the **Swiss Film Journalists Association SVFJ**, its president Denise Bucher and the Zurich Film Festival;

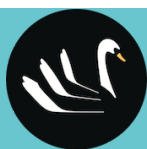
Moderated by **Carmen Gray**, the Round Table with renowned Film Journalists **Elsa Kelslasy** (Variety), **Pascal Blum** (Tages-Anzeiger) and **Simone Meier** (Watson) was lively and discussed the pressing issue of the Gender Gap in Film Criticism, to address the disparity of reviews by women journalists and of women directed films. Opening and closing words by co President **Laura Kaehr** and executive member **Anais Voirol**.

Even though there has been changes in the last couple of years, women are still rare in the field of film criticism. Different studies indicate quite a lower female proportion among film critics than amongst other journalists. A report by le Collectif 50/50 presented at Cannes with data of 7 European countries showed an average rate of 28.5% women. In addition, female film critics have less recognition than their male colleagues.

Why is that so? And what could be the possible strategies and system changes to integrate more women in film criticism? It's essential because studies indicate that gender divide in film criticism has a tangible impact on the overall exposure and evaluation of female led films, and films with women film directors.

As films are intended for a wide audience, it's crucial that a diversity of viewpoints, experiences and appreciations examine these films. And as film critics are gatekeepers and shape the public discourse on films, it is vital to bring parity and diversity to the profession. Just like every other career that is dominated by men, efforts must done at the root, to promote film criticism to women film and journalism students, encourage mentoring and give visibility to women film critics. Simone Meier contributed to the panel discussion with a personal passionate manifesto concerning the female perspective in journalism.

Industry event in a cosy room - 40 guests.



How to Achieve Gender Equality in Filmmaking at **Internationale Kurzfilmtage Winterthur**

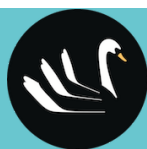
Executive Committee members **Ivana Kvesic** and **Bernadette Kolonko** held an exciting workshop discussing the gender gap which occurs between short and feature film directors. The workshop was attended by 17 people and resulted in a call for action echoing the demands of SWAN and our sister organizations : mentoring and coaching programs, unconscious bias training, an end to sexual harassment and visibility, with money injected to fund all these projects and achieve equality and diversity.

In addition, SWAN Copresidents, Executive Committee members and Commission members were very active to discuss gender equality & diversity at diverse panels all over Switzerland: **Les Rencontres du 7e Art** (La place des femmes dans le patrimoine et l'industrie du cinema) **Zürich für den Film** (Zürcher Filmtalk – Quoten, Wahnsinn oder Schlüssel für eine fairere Zukunft) , **Gässli Film Festival** (Panel on Diversity & Inclusion with internationally reknown producer Christine Vachon), **Sorop'Ciné**, **Basler Filmtreff**, **Filmar en América Latina**, **Palestine: Filmer c'est exister**.

We did not forget to party and held our annual **Solothurner Filmtage *Let's meet for a drink***, held our 1st **Locarno Party** with Ticinese Camila Koller Trio (supported by **ARF/FDS**) and had a Magic Hour mingle at **ZFF** (co-hosted with **SVFJ**).



Camilla Koller Trio playing at SWAN party in Locarno, supported by **ARF /FDS**.





Panel at **Visions du Réel**: **Jela Skerlak**- Head of Distribution & Diversity, Film Department, Federal Office of Culture FOC; SWAN Co-President **Stéphane Mitchell** as moderator; **Marianne Roussy** - Sound Engineer, perchwoman, and **Joëlle Bertossa** - Producer.

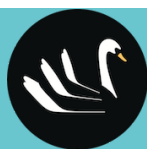
Pictures by Nicolas Brodart.



Round table at Locarno Film Festival: moderated by SWAN Co-President, Author, Director **Gabriel Baur**, with the participation of actresses **Barbara Giordano**, **Mona Petri**, **Corinne Soland** for #FemaleAcad and **Marie-Eve Musy**. Picture by Delphine Luchetta.

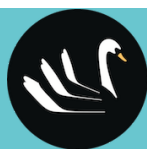


Round table at Zurich Film Festival. Moderated by **Carmen Gray**, with Film Journalists **Elsa Keslassy** (Variety), **Pascal Blum** (Tages-Anzeiger) and **Simone Meier** (Watson). Also in the left, the President of the Swiss journalist association and Film critic : **Denise Bucher**.





SWAN Executive Committee members **Ivana Kvesic** and **Bernadette Kolonko** conducted the workshop "How to achieve gender equality in filmmaking?" during the Industry Events at the Internationale Kurzfilmtage Winterthur.



FURTHER SWAN EVENTS & ACTIONS, IN FRONT AND BEHIND THE SCENE

SWAN held its first annual general assembly on May 4th at **PROGR** in Bern, attended by 16 members. It was followed by a drink, toasting to SWAN's association first year since the founding of the association on June 14th 2018.

For June **14th National Women Strike 2019**, The Executive Committee launched a call for short films by SWAN members to cover the historic strike, to result in a collection. The call resulted in 6 filmmakers showing interest but only one completing her film. Because of this, the collection idea was abandoned. The film's is Executive Committee member Orane Burri's *L'allié*, which premiered at Festival Les Créatives in Geneva on November 2019.

On June 14th, SWAN executive committee members took to the streets to demand equality now!

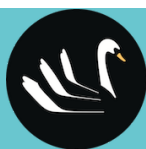


SWAN believes that change is structural. We work a lot behind the scenes to push gender equality and diversity politically, in order to have it included and budgeted at all levels.

As one of the Swiss association in the branch, SWAN was asked to contribute to the **Cultural Message**. Spearheaded by Executive Committee Co-Opted member Simone Späni and the support of the Presidency, SWAN strongly requested that **Gender Equality and Diversity** be a strong part of the final version, providing specific key wording. We were happy to see that the approved Cultural Message added gender equality almost everywhere, in soft ways. Nothing really concrete but at least, it's in most chapters there. It's still missing in some important places, foremost for the Digitalization/ Film heritage, which SWAN regrets.

SWAN also met with **SSR-SRG** to include **Gender Equality and Diversity** in the new TV Pact. We specifically asked for Gender Equality and Diversity to be a written aim, and just as with BAK/OFC, that the % of selected projects by women reflect the % of submitted projects, and that it is also reflected in the financial support.

The new Pact was unveiled in January 2020 at Solothurner Filmtage and states in article 2.4 : The contractual partners are committed to gender equality and diversity. The SRG SSR endeavours to ensure that the ratio of co-productions by women and men (in particular authorship, direction, production) also equals the gender ratio in the submitted projects.



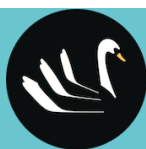
SWAN joined **Alliance-F**, the association of women organizations in Switzerland, across all fields. They are the ladies behind Helvetia calls during the last elections, which saw a wave of women being elected nationally at the National Council. They also created the database of experts : sheknows.ch. (they are now crowdfunding for it, don't hesitate to contribute).

We kept connected all year to our international sister allies : **EWA European Women's Audiovisual Network**, **WIFTI Women in film and TV international**, **Pro Quote Film** in Germany, **Le Collectif 50/50** in France, **Women and Hollywood** in the USA, **FC Gloria** in Austria. CoPresidents Gabriel Baur and Laura Kaehr met them in person at Berlinale 2019, and Gabriel Baur and Stéphane Mitchell met them in person at Cannes 2019 to talk strategy and goals.

Finally, SWAN was also invited to the event **Women Of Impact 2019**.



Kate Kinnimont, CEO of WIFT UK, and **Alessia Sonaglioni**, Executive Director of EWA, with SWAN Co-Presidents **Gabriel Baur** and **Stéphane Mitchell** in Cannes.



SWAN'S ASSOCIATION FINANCES LOOKING UP

Finally SWAN spent the year fundraising so that we can bring our members amazing panels, networking events, support, podcasts, workshops, a women in audiovisual database, a new digital platform for equality & diversity in the industry and much more.

A fundraising team comprised of Executive members Ana Castañosa, Jolanda Herradi and the Co-Presidency, with the precious help of Commission member Sonia Benarab, as well as Commission member Elisa Garbar and SWAN friend Katia Skila-Durlemann worked on fundraising. (more information about fundraising is presented in the Treasurer's report).

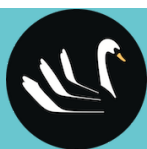
In Summer 2019, we raised 15'000 CHF from the Federal Bureau of Gender Equality to create a pre-project of our future Digital Platform. The rest of the budget of 20'000 was completed by 5'000 francs worth of volunteer work hours donated by the Executive Committee, the Presidency as well as the project's team : the team leader was Executive Committee member Priscilla Frey, assisted by commission members Sonia Benarab and Delphine Luchetta. During 4 months, they worked with partners to create the future digital platform website structure, which will include a directory of women in audiovisual, a Digital Bureau of Equality and Diversity in audiovisual and the association's website with panels, workshops, networking events etc. They researched other databases, sister organizations and bureaus of equality to design the best structure for SWAN to present all its content, to allow women to easily sign up to the directory, to allow the bureau of equality to best work as a hub to inform and redirect future users. Thanks to the team's work on the pre-project of the Digital Platform, SWAN was able to raise funds to now create this platform.

SPECIAL THANKS & FAREWELLS

This year's achievements were made possible by the dedication of the 2019 Executive Committee members Ana Castañosa, Orane Burri, Priscilla Frey, Jolanda Herradi, Bernadette Kolonko, Ivana Kvesic, Julia Tal and Anaïs Voirol, the Copresidency Gabriel Baur, Laura Kaehr and Stéphane Mitchell, as well as SWAN Commissions members Sonia Benarab, Delphine Luchetta, Elisa Garbar and Selina Weber, as well as many SWAN friends, and with the support of **ARF/FDS** and the **Federal Bureau of Equality**.

We also want to thank again Producer Julia Tal for having been an amazing Treasurer who set up the basis of the banking, taxes, accounting and administrative solutions for SWAN, and wish her success and happiness on her new journey.

In 2020, SWAN also parted with Executive Committee members Bernadette Kolonko who was an excellent and passionate advocate for gender equality and diversity, and contributed to the shaping of SWAN's upcoming projects. We also thank Jolanda Herradi whose dedication and great help shaped SWAN in its first two years. Jolanda Herradi was a key asset in helping SWAN successfully fundraise, in partnership with Ana Castañosa and the Copresidency. We thank them for their dedication.



We finally wish to also extend our warmest thanks to Copresident Laura Kaehr who co-founded the association with us in 2018 and left SWAN copresidency in 2020 in order to focus on her first feature film and her film career. After having joined the former SWAN gender taskforce in 2016, Laura played an important part in starting our association and actively worked on the implementation of the SWAN Festival pledge of parity and diversity. She was also an excellent partner in the exchange with our international sister organizations. We wish Laura plenty of success in her artistic endeavor !

We are happy to welcome to the team our new Treasurer, Producer Azra Djurdjevic, who took over as a co-opted member in 2020 and was officially elected in June of this year. Azra specializes in commercial productions and add her special expertise to the SWAN Executive Committee.

Finally, we would like to express our deepest sorrow for the loss of **Tiziana Soudani** in January of 2020. Tiziana Soudani was an extraordinary producer and a strong supporter of SWAN, Pledge Godmother at Solothurner Filmtage. She is a role model and we will keep her in lasting dear memory.

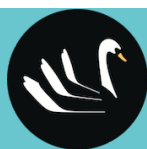


SWAN INTERNATIONAL

2020 is already well underway, but Corona cut the year short. It is also responsible for us meeting so late in the year. To end our annual report, we wanted to briefly mention what we did just before the lock-down went into effect. Azra Djurdjevic and the Co-presidents Gabriel Baur and Stéphane Mitchell attended at the Berlinale two very important events organized by our sister organizations.

SWAN was invited to be part of the historic **2nd Round Table of Women's Organizations in Film and Media @Berlinale 2020**. On the initiative of **Pro Quote Film** (Germany) and in cooperation with many sister organizations, this historical meeting brought together some of the actually most successful International and European organizations of Women in Film Industry.

In the public part « **Best Practice – Sharing Key Ideas and Successes** » useful insights into their work were shared by the different organizations' representatives in short interviews that were expertly led by **Melissa Silverstein** (Women and Hollywood) with **Collectif 50/50** (France), **WIFTI** (International), **EWA Network** (Europe), **SFI** (Sweden), **SWIFT** (South Africa). SWAN was one of the 6 organizations on stage to discuss, as a young organization with a strong political impact. It was followed by a moving panel « **Putting a Spotlight on Indigenous Filmmaking** ».



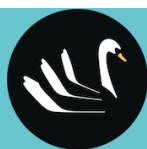
In the non-public preceding part « **Shifting the Narrative** », 55 organizations from 25 countries from all continents, including indigenous representatives from Europe, North America and South America joined a roundtable, where leaders brainstormed on how to shift the narrative to push for diversity and equality in our industries.

More content on this to come in the 2020 annual report.

We wish to add that this summer, SWAN joined EWA European Women's Audiovisual Network. SWAN members can get a 50% discount on the 50 euros annual membership. (ask the administrator and you will get a code to apply to EWA). EWA offer lots of great perks like zoom hangouts with specialist, mentoring program for producer, writer's program etc. We also joined WIFTI Women in Film and TV international, which connects women all over the world and just held CARLA, a global digital conference on diversity and inclusion in the film and TV industry,.



International Roundtable at the Berlinale, organized by **Pro Quote Film**. Co-Presidents **Gabriel Baur** and **Stéphane Mitchell** presented SWAN. Moderated by **Melissa Silverstein**



SWAN PERSPECTIVES

SWAN association is growing, that is essential for our cause. SWAN counts today over 1650 Facebook followers, 185 active members and 16 supporting members. We are a young but strong association, with an active Presidency, executive committee, coopted and commission members, advisory and creative council. We work in cooperation with many branches of the Swiss Film Industry. We are working on exciting professional projects that are intended to serve at the end the whole Swiss Film Branch. We have realized, offered and achieved quite a lot in quite short time. We are on a promising way.

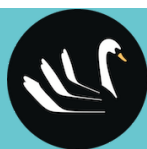
Yet we are also aware, that we still have quite a way to go for our goals and that the present circumstances due to the Corona crisis might bring some new challenges.

That's why in this moment, its so important to stand together. We need to achieve really solid financial grounds. We need to grow more, the more we are the more impact we have. That's what we are heading for.

And we need all of you here and all our members not here and all the possible future members to be an active part in it. To shape a future in film where we have reached gender equality and diversity, can stop working on reaching it and dedicate ourselves to do the work we like most, as film professionals.

We encourage you to like our swan association Facebook page, to participate in the Facebook Group and to follow us on Instagram. All the information from the report can be found on our website www.swanassociation.ch ! Don't hesitate to contact us if you need specific details.

Again, we thank all the generous sponsors, festivals, partners, institutions, allies, friends and members for making again **herstory** with us!





SWAN

SWISS WOMEN'S AUDIOVISUAL NETWORK

Treasurers report – SWAN - 2019 – by Stéphane Mitchell (Interim Treasurer)

SWAN's second financial year closed with a profit of CHF 4'822,57 Swiss francs. The accounts were kept by the Brunau Foundation, based in Zürich, which also advises us on fiduciary matters.

SWAN's revenues in 2019:

As you can see from the 2019 budget, revenues were generated by membership fees (13'315.80 francs), event sponsoring by ARF/FDS (2'000)

Now to the expenses of 2019:

As you can see from the annual accounts, the funds raised in 2019 were only partly used to cover the pre-project creation of the **Digital Platform** (6'726.85 francs in third party fees + 7'200.20 francs in salaries, 1'060,83 in social deductions) ; In addition, the actual expenses of the members of the Executive committee were reimbursed (primarily **travel expenses** (2'604,66) and 2 luncheons (304,10); The events organized were **Solothurn 2019** let's meet for a drink (326.80 francs), SWAN's 2019 **General Assembly** (210.00 francs), **Locarno 2019** Networking Breakfast panel & party (2'748,28 francs), **ZFF 2019** magic hour drink and panel (1'472.00 francs); Additional costs were for printing SWAN *join us* **postcards** (166.95) **tax exemption fee** (200), **mailbox, website** and **email** accounts (593,57), **accounting** (Brunau Stiftung) (1'748,60), **bank interest** (76,85);

Reserve

The amounts raised in 2019 for the 2020-2021 projects (56'734 francs) are reserved for 2020.

First note that in 2019, SWAN focused on fundraising for the upcoming year. Our fundraising activities included the 2019 Locarno Networking Breakfast, but focused mostly on 1 pre-project and 4 projects for 2020-2021: 1) **Pre-project** of the future digital platform (DP) which will contain both the Swiss **Directory of Women** in the Audiovisual Industry and the **Digital Bureau of Equality and Diversity** in the Audiovisual Industry in Switzerland; 2) **Networking events** in 2020 (delayed because of COVID-19); 3) **Unconscious Bias training and Clips** (delayed because of COVID-19); 4) **Metoo** or raising awareness on sexual harassment and sexism (delayed because of COVID-19); 5) **Cultural Debates & Podcasts** (delayed because of COVID-19).

The turnover achieved in 2019 was high. It amounted to 85'929,80 francs. The revenues were composed of **membership** fees (13'315.80 francs), the sponsoring of the Digital Platform pre-project and the 4 projects (12'000 francs (pre-project) and 35'400.00 francs (4 projects) from Federal Bureau of Equality between Women and Men (**EBG/BFEG**), 10'000 francs from **Suissimage**, 8'334.00 francs from the Federal Office of Culture (**BAK/OFC**), 3'000 francs from **Stiftung für Erforschung der Frauenarbeit**) ; sponsoring of the 2019 Locarno Breakfast Networking event (2000.00 francs from **ARF/FDS**) ; (a belated sponsoring of the 2018 ZFF event (1'500 francs from **SFP**)) and **donations** in the amount of 380 francs.

A word about the membership fees:

At the end of 2019, SWAN had 174 members (168 active members and 6 supporting members). In 2019, 96% of the members paid their membership fees. As of today, there are 201 members. Unfortunately so far, about 30% of members have not yet paid their membership fee. We understand 2020 has been extremely difficult for members, because of the coronavirus crisis. Of course, we hope members will remain with SWAN and honor their membership fees, because SWAN urgently needs these contributions for its development work, and the number of members does help SWAN lobby for gender equality and diversity, as well as convince sponsors to support our projects and our work. We also are actively looking for more members to join the association. Don't hesitate to ask your colleagues to join.

A word about the sponsors:

We would like to thank our event sponsors – our initial and long term supporter **ARF/FDS** who sponsored the 2019 Locarno Networking breakfast– for their continuous support. We also wish to thank our future projects sponsors Federal Bureau of Equality between Women and Men (**EBG/BFEG**), **Suissimage**, the Federal Office of Culture (**BAK/OFC**) and the **Stiftung für Erforschung der Frauenarbeit**, as well as SSA **Société Suisse des Auteurs** who pledged 5'834 francs for our project (which were wired in 2020).

Azra Djurdjevic, Treasurer will now read the auditors' report, as Reta Guetg and Elisa Garbar could not attend the General Assembly.

Presentation of the 2020 provisional budget

Our 2020 budget errs on the side of caution, because of the COVID-19 situation.

For instance, we expect our membership fees to not be as high as 2019 and have budgeted 11'500.

Our fundraising activities were quite successful and we have been promised so far 233'780 spread over 2-3 years. We are counting on spending 70'000 in 2020, mostly on the Digital platform (Directory of Women in Audiovisual, Digital Bureau of Equality & Diversity), and on a virtual Panel at GIFF.

During our fundraising effort, we have budgeted a little bit for administration of each project and so can set aside 10'000 for structure, which allows us to hire an administrator (Mireille Gast) for 3 months (at the cost of 15'000 including social deductions). We are also budgeting 500 for other expenses and 750 for travelling costs for the Executive Committee, the Presidency and the Administrator. It's really low, because of Corona.

We have also budgeted 500 for our General Assembly, as well as 1'300 for catering and accommodations to cover our **Solothurn** 2020 event and other gatherings we might throw.

We have allotted 500 for telephone costs, 1'000 for web support because we are adding Zoom and Dropbox Business to the association, as well as 4'000 for the accounting which is

also including the services of a lawyer we often call with specific questions. The memberships costs are a bit higher in 2020, because we have added WIFTI and EWA to Alliance-F.

We have budgeted another 500 for communication, because we might have to do a campaign for our Digital Platform.

The other costs don't change much.

Presentation of the 2021 provisional budget

Our 2021 budget is a little more hopeful!

We still are planning around 11'500 in membership fees, as a minimum.

We are planning to spend around 50'000 of the raised funds for 2021 projects, such as networking events, panels and podcasts. We might spend more if we find that we can get our projects up to speed, if corona allows us to start shooting again (we could then do unconscious bias). We also know that 2021 will be the celebration of 50 years of women's right to vote, and we might participate of course). (note on Reserve: we still have a reserve of 90'000 raised funds for projects after that, and are fundraising now still)

As far as structural funds, we are planning to raise at least 80'000 in public and private funds, to cover the salary of an administrator for a year.

We are also wishing to be able to finally pay the Executive Committee members, the presidency and the commission members for the sessions of work they do for SWAN. Until now, the work of the entire Executive Committee has been on a voluntary basis, (Except for a part of the work done on the Digital Platform pre-project). We are budgeting 13'000 for that work, as we have 9 committee members, who meet at least 6 times a year for 4 hours. The Copresidency does a lot of meetings with other institutions such as SSR-SRG, Cinesuisse Gender Group, the branch's associations, festivals etc. Included in that amount is also the rental of a small office for the administrator and regular office costs. Travel has been raised to 7'000. It will cover the travelling costs for the administrator, and Committee and commission members to SWAN meetings, as well as one or two international travelling costs (Berlinale, Cannes etc.). The Presidency travels to Berlin and Cannes each year to meet sister organizations and bring back content, ideas and a network, and has paid for the travel out of pocket so far so we want to have a small SWAN budget for it.

You will see that we have budgeted 2'000 for events that would fall out of our funded projects, like an extra networking events via Zoom, or an apero at a festival, and of course, our general assembly 2021.

The other costs are similar as the previous years.