



**SWAN PLEDGE
FOR GENDER PARITY AND DIVERSITY
IN FILM FESTIVALS**

SWAN together with the people which are signing the pledge, commits in respecting the following :

- Compile statistics of gender of the directors of all the films submitted to selection, and when applicable, to also compile all members of the cast and crew mentioned in the registration process of the film. In order to help SWAN with data collection.
- Make public the gender of all the members of selection committees and programmers as well as all programming consultants.
- Make public the gender of executive boards and or boards of directors and to commit to a schedule to achieve parity in these bodies.
- Communicate yearly with SWAN on the progress made

Zürich 1st October 2019

Karl Spoerri
Artistic Director , ZFF

Nadja Schildknecht
Artistic Director ZFF

Gabriel Baur
Co-Présidente, SWAN

Laura Kaehr
Co-Présidente, SWAN

Stéphane Mitchell
Co-Présidente, SWAN