

Policy Briefing: Advancing Gender Equality in European Theatres

The European Theatre Convention (ETC) provides actionable insights for policy based on practical and artistic research across Europe on the key themes of diversity, sustainability, and digitality in European theatres. ETC's activities are co-funded by the European Union.

The following recommendations are drawn from the study by researchers at UCLouvain in Belgium, [Gender Equality in European Theatres and Artistic Programmes 2024](#).

For Publicly Funded Theatres:

- Continuously monitor diversity in recruitment and programming to sustain progress.
- Set numerical diversity targets in strategic plans and appoint diversity officers
- Promote gender-balanced leadership by creating environments where women and non-binary individuals feel empowered to apply for managerial roles.
- Train employees on gender bias and provide a safe working environment for transgender and gender-fluid individuals.
- Increase representation of women and non-binary playwrights and directors, currently making up only 20-25% of productions.
- Use inclusive language in programming and marketing to reflect local diversity

For Policy Makers and Funders at National and Local Levels:

- Ensure public funding is contingent on diversity plans and fair working conditions.
- Address maternity-related career challenges by providing financial and structural support to artists.
- Conduct campaigns to dismantle patriarchal norms and combat homophobia, transphobia, and biphobia in the cultural sector.

For the European Union:

- Fund ongoing studies and a catalogue of best practices in diversity and programming.
- Facilitate cross-border collaboration to share experiences and innovations in gender equity.
- Support theatres facing challenges from geopolitical instability, censorship.

More information:

Christy Romer, ETC Communication Manager, communication@europeantheatre.eu