



*Europa Distribution Mentoring Programme for Women in Distribution*

## Guidelines & Application

### *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, there is still progress to be made. To bridge the gender gap and further encourage women working in distribution to set their goals, to feel entitled, to dream big, and following the success of the first editions, we are happy to be launching the 7<sup>th</sup> edition of our mentoring programme.

### *The programme in a nutshell*

EDMentorShe is a one-to-one mentoring programme dedicated to **women working in film distribution**, pairing an experienced Mentor to a Mentee. Designed as a career coaching, the programme focuses on the needs of the mentee to develop/reinforce specific competences, skills, and a problem-solving mindset. 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. Beyond professional development, the programme can lead to a more personal journey, fostering growth, self-discovery, and resilience. A beneficial experience for all participants, but also their co-workers and company.

For these reasons, the structure of the programme depends on each individual pair and is completely based on the specific needs of the mentees and on the relationship between mentor and mentee. At the beginning of 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.

At the beginning of the programme, in June, Europa Distribution will organise an online meeting with all mentors and mentees to answer their questions, exchange ideas, good practices and inspirations, and to prepare at best their mentoring experience. Another online meeting would be set up at mid-term 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 9 months. At the end of the period (April 2027), 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 everyone's network. An article about the programme and closing session will be published on ED's Press Lounge and social media as well as on Cineuropa. However, note that it will remain broad in scope, as all discussions of the closing session will be treated with strict confidentiality.

## *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 but we will consider the professional experience.

### **MENTEES**

Applicants must be employees in junior positions, with at least one year to maximum three years of experience in a European independent film publisher and distributor company. In order to apply, the candidate needs to fill out this [google form](#), explaining why she would like to take part in the programme and highlighting the goals she wishes to achieve as well as the topics she wishes to tackle. The application closes by **March 31, 2026**.

### **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 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.

In order to apply, the applicant needs to fill this [google form](#) by **March 31, 2026**.

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.

## CALENDAR

- Deadline for applications: **March 31, 2026**
- Match-making & announcement of participants: End of May 2026
- Online group meeting for all pairs: June 2026 & October 2026
- Mentorship period in remote: May 2026 –April 2027
- Final group session with all pairs in Brussels: TBC April 2027

## LOGISTICS

For the final meeting in Brussels, Europa Distribution will book and cover 2 nights' accommodation for all participants. ED will fully cover the travel costs of **mentors**. For **mentees**, travel costs will be reimbursed as follows:

- **By plane:** 75% of the travel costs, up to € 150 for distributors coming from Media distribution country categories 1,2,3 (+UK, CH) and up to € 250 for distributors coming from country category 4 (for participants from non-European countries, we will work on a case-by-case basis).
- **By train:** same as above but the caps are €200 and €300

**Please make sure to book your travels well in advance to avoid last-minute issues and increased costs.**

## *How does it work?*

After the match-making is done, the EDMentorShe coordinator will contact each pair and introduce the mentee to the mentor, so they can arrange their first Zoom meeting. 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 tools in the 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 will be organised, at the beginning of the programme and at mid-term.

At the end of the programme all the participants will be invited in Brussels for the closing session and to meet all the other participants of the programme.

## *Quotes from previous participants*

“This **safe space** allows for honest and vulnerable conversations. How respectful everyone was. The **relatable stories** despite our different backgrounds and ages. The **connection and sense of solidarity**. And **we shared some pretty good laughs too**”

“I loved the atmosphere of sisterhood, solidarity and mutual support in a climate of total kindness. We work in a sector where there are few academic and training resources. So it's great to see this transfer of knowledge and experience from older to younger”.

“What I appreciated the most was the **community of women**. The fact of sharing, of showing and seeing that we all share the same problems but that we all can also share the solutions. And that our growing community can **change something for other women in the industry**.”

“I appreciated the fact that it really was a safe space - I felt at ease with saying anything. Also, the international factor - I got to meet women who work in film distribution all over Europe, which was an amazing opportunity (during one single day!). The discussion was also very well moderated - even though we were allowed to improvise; I loved the perfect balance between good organisation & spontaneity”

“What I appreciated the most was the sense of validation these conversations brought. It was reassuring to know that others also face struggles, and it made me feel less alone in my own challenges”.

“What a privilege to meet women from all over Europe doing the same job. I absolutely loved meeting both the Mentors and the Mentees — each of them brought me so much through this day of sharing and exchange”

• let's •  
TALK

*With the support of the MEDIA Programme of the European Union*

