

EDMentorShe

Europa Distribution Mentoring Programme for Women in Distribution

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 recent data on gender equality show, we know that we can do better. To fill the gender gap and further encourage women working in distribution to set their goals, to feel entitled, to dream big, we are proposing a new mentoring programme, modelled on similar successful initiatives.

The programme in a nutshell

EDMentorShe is a one-to-one mentoring programme dedicated to women working in film distribution. From a Mentor woman to a Mentee woman. Unlike other existing Europa Distribution's activities, this scheme does not aim at constituting a training for groups with general objectives. Mentoring is a career coaching that focuses on the needs of the mentee to develop/reinforce specific competences, skills, and a problem-solving attitude. 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.

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

Who can apply and how?

This scheme is open to all Europa Distributions members who identify themselves as women. There are no age restrictions neither for mentors nor for mentees.

MENTEES

Applicants need to have minimum 1 year experience in distribution.

In order to apply, candidates need to fill this google form explaining why she would like to take part in the programme highlighting the goals she wishes to achieve and the topics she wishes to tackle, and to send to Europa Distribution (communication@europa-distribution.org) their CV in English (pdf format). **Deadline: 29 May 2020.**

Selection criteria for mentees

If the number of applicants exceeds the places available, a selection committee composed by Europa Distribution for the occasion will select the participants based on:

- 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 and at least 5 years in the field of film distribution if they come from different background. Applicants should fill this google form and send their CV in English to Europa Distribution (communication@europa-distribution.org) by 29 May 2020.

Mentoring is done in a free format.

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.

First Edition Calendar

- Deadline for applications: 29 May 2020
- June: Match-making & announcement of participants
- Mentorship period in remote: June 2020 – March 2021
- End March/Beginning April 2021: final one-on-one sessions & group session with all pairs.

Location and exact dates to be confirmed.

Financial and Logistics

The only costs associated to the programme are linked to the final event. Europa Distribution will cover the travelling expenses up to €200 and the hospitality for all the participants.

How does it work? Structure & Toolbox

After the pairing is done in agreement with the participants, the EDMentorShe Project Manager will help arranging each pair's first Skype meeting (June) and introduce the mentee to the mentor. On this occasion the pair is asked to:

- Sign a Confidentiality Agreement

- Discuss and sign an “Action Plan” to define together the 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 toolbox with additional proposals for the benefit of other pairs and future participants!

Throughout the duration of the programme, the EDMentorShe coordinator will be regularly in touch with the participants to assist the pairs and collect ideas and feedbacks.

At the end of the programme, between the end of March and the beginning of April 2021, all the participants will be invited to a location in Europe yet to be confirmed to have their wrap session – finally in person! – and to meet all the other participants of the programme.

Inspiration behind EDMentorShe

Europa Distribution’s Think Tank was composed by Europa Distribution Board Members **Greta Akcijonaite** (Greta Garbo, Lithuania), **Hanna Lajunen** (Cinemanse, Finland), **Babette Wijntjes** (Cassette Stories, Netherlands) and former Board Member **Margherita Chiti** (Teodora, Italy). This programme was inspired to similar initiatives created by [UNIC](#) and [EWA](#).