Non-discrimination, Equality and Safe Space Guidelines and Action

Filmverkstaden recognises its responsibility to ensure, create, and maintain a **sustainable community**. We see social sustainability as a critical component of society's well-being, success, and longevity. For us, social sustainability means ensuring that our members, visitors, and guests can thrive in a healthy, fair, and equal environment. We focus on improving quality of life, promoting strong and **meaningful** relationships, and ensuring that everyone has the opportunity to fulfil their potential. Our primary goal is to ensure high quality at all levels that affect our daily lives, now and in the future.
Our core values are **equality, equal treatment and respecting people**.
We promote the diversity of our members, staff, visitors and participants and ensure the cohesion of the workplace community. We ensure and improve equality and non-discrimination in pay, working conditions, the work environment, development opportunities and well-being at work.
Diversity is one of Filmverkstadens strengths, particularly in the creation of content, so that we can continue to reach all and promote an increasingly diverse image.
Diversity also includes taking into account different views and strengthening and supporting an open dialogue culture in the organisation and the community.

Our actions include:

- Respecting the principles of a safe space.
- Maintaining a healthy and safe workplace, ensuring protective equipment and adequate ventilation.
- Introducing access riders for guests to initiate dialogue about responsibilities, resources, tools, and other needs.
- Sharing knowledge, resources, and inspiration by offering workshops open to everyone as

a means of personal growth and social progress.

- Offering and promoting lifelong learning for all, regardless of age.
- Contributing to a healthy, active, and vibrant cultural scene outside the capital region.
- Ensuring diversity by offering workshops and residencies for underrepresented groups in society, such as a residency for Ukrainian artists at risk and a workshop with a queer focus. We aim to make our resources accessible, reduce inequality, and create opportunities for all.
- Ensuring equality.
- Maintaining a non-hierarchical structure where every member, guest, and visitor has equal rights to respect. We organise skill-sharing workshops where members share skills, develop, learn, and experiment collectively, complementing each other's knowledge.
- Offering opportunities for everyone to actively or passively participate in all our activities, including film screenings, residencies, workshops, and other events.
- Allowing anyone to become a member, both amateurs and professionals, young and old.
- Rejecting all forms of discrimination.
- Promoting equality between generations, sustaining these art forms into the future, and making knowledge and equipment available to future generations through education and skills development.
- Initiating and maintaining Nordic collaborations and promoting international contacts.
- Ensuring fair treatment of human capital by providing opportunities for personal and professional growth and equal pay.