

Pilot project “Gender and diversity monitoring in cultural organisations”

Project duration

1 August 2022 – 31 December 2024

Why this monitoring?

One of the goals of the Confederation’s current cultural policy is to ensure **an appropriate gender distribution** in all relevant areas of the Swiss cultural sector. In order to assess the need for action as precisely as possible, plans for an in-depth statistical survey have been included in the government’s cultural policy statement (Kulturbotschaft) 2021-2024.

A [preliminary study on gender relations in the Swiss cultural sector](#) clearly showed that Switzerland lacks statistics and **instruments for collecting data** regarding gender and diversity in cultural institutions. This impairs the development of support measures aimed at enhancing equality. Moreover, cultural institutions themselves have expressed a desire to improve their competencies in the fields of gender and diversity. The project’s gender and diversity monitoring can

- enable cultural organisations to **identify gender and diversity related issues** in their structures and programmes;
- provide cultural organisations with **parameters for internal assessments**;
- support the development of **targeted measures to enhance equality**.

The monitoring in brief

“Gender and diversity monitoring” is a cooperation project of Pro Helvetia, the Swiss Center for Social Research, and the interdisciplinary center for gender research (IZfG) at the University of Bern, in collaboration with the cities of Lausanne and Thun and the cantons of Basel-Stadt, Geneva and Ticino. The project, scheduled to run from 2022 to 2024, is conducted by a scientific team of the IZfG headed by Dr. Andrea Zimmermann. In collaboration with 16 cultural organisations, it aims to

- develop a **reliable and transferable survey system** for cultural organisations;
- put together an initial **report on the data collected** from the participating organisations;
- provide the participating organisations with **specialist advice** in connection with the survey and the subsequent development of measures.

Focus on gender indicators

Based on the results of the [preliminary study on gender relations in the Swiss cultural sector](#), the project will, up to the end of 2024, retain a **specific focus on gender indicators**. These indicators may also include non-binary gender identities and intersectional factors such as a person’s family situation. **Further diversity indicators** (e.g. regarding migration and racism experiences, socio-economic background, disability, etc.) will be developed and reflected in collaboration with experts and may be included in future surveys. This means they will be **neither be introduced nor evaluated in the currently planned survey up to 2024**.

Contact

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